

APPENDIX G:
Police
Accountability &
Legitimacy
Subcommittee

Social Justice, Race, & Equity Commission
Police Accountability & Legitimacy Sub-Committee Meetings Summary

Meeting #1

- Date: April 7, 2021
- [Agenda](#)
- [Agenda Packet](#)

Meeting #2

- Date: April 21, 2021
- [Agenda](#)

Meeting #3

- Date: May 5, 2021
- [Agenda](#)

Meeting #4

- Date: June 2, 2021
- [Agenda](#)
- [Meeting Minutes](#)

Meeting #5

- Date: June 16, 2021
- [Agenda](#)

Meeting #6

- Date: July 14, 2021
- [Agenda](#)

Meeting #7

- Date: August 11, 2021
- [Agenda](#)
- [Meeting Minutes](#)

Meeting #8

- Date: August 25, 2021
- [Agenda](#)
- [Meeting Minutes](#)

Meeting #9

- Date: September 8, 2021
- [Agenda](#)
- [Meeting Minutes](#)

Meeting #10

- Date: September 22, 2021
- [Agenda](#)
- [Meeting Minutes](#)

Meeting #11

- Date: October 13, 2021
- [Agenda](#)
- [Meeting Minutes](#)

Meeting #12

- Date: October 20, 2021
- [Agenda](#)
- [Meeting Minutes](#)

Meeting #13

- Date: November 3, 2021
- [Agenda](#)
- Meeting Minutes



*Calendar
Year
2020*

DATA ANALYSIS

Brookhaven Police Department

FORCE DATA

Use & Presentation of Force

ARREST DATA

Custodial & Non-Custodial

CITATION DATA

Tickets & Warnings

This report was prepared in partial fulfillment of the requirements of the **Georgia Law Enforcement Certification Program (GLECP)** standards related to Use of Force and Bias-Based Policing prevention, for triennial inspection by the **Georgia Association of Chiefs of Police**.

Report Prepared by:
Lieutenant David T. Snively
Brookhaven Police Department
Training and Certification Unit
March 2021



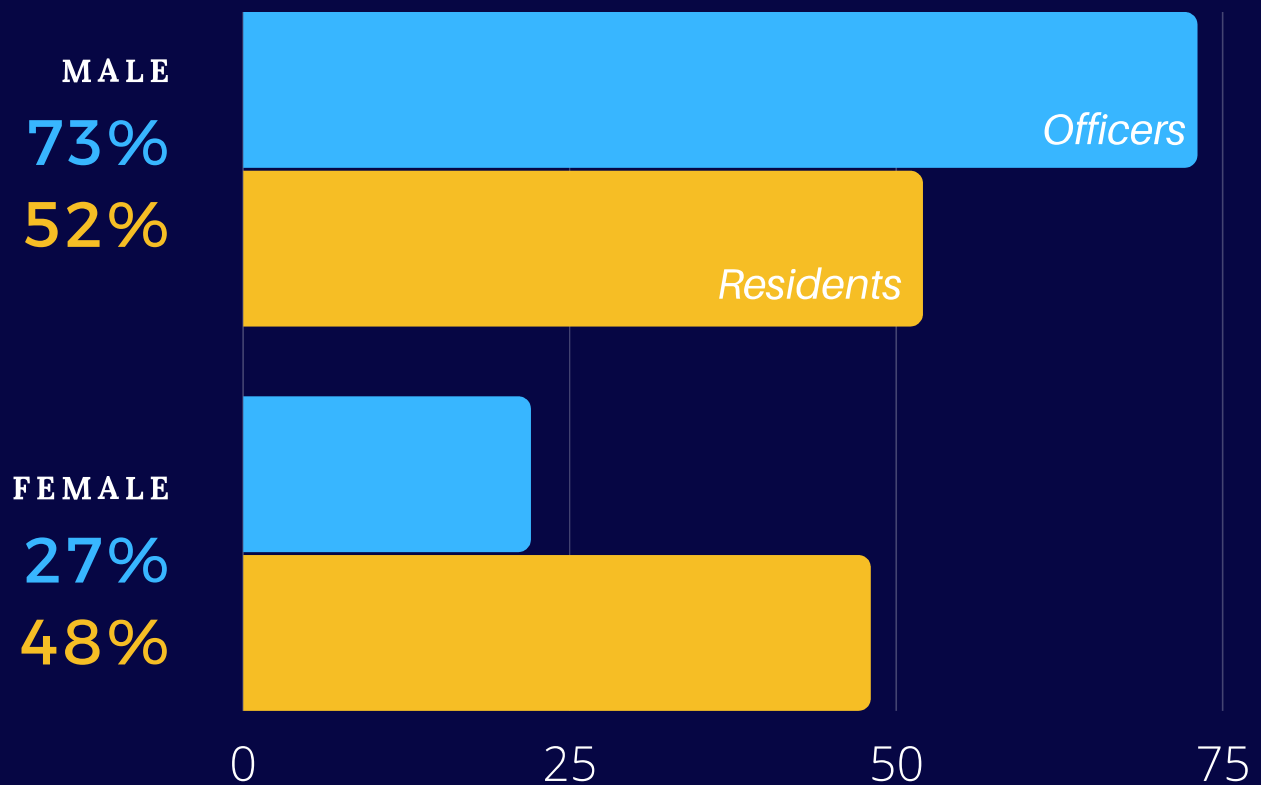
MISSION STATEMENT

The mission of the **Brookhaven Police Department** is to enhance the quality of life for those within our community by providing professional, high quality and effective police services in partnership with the community.



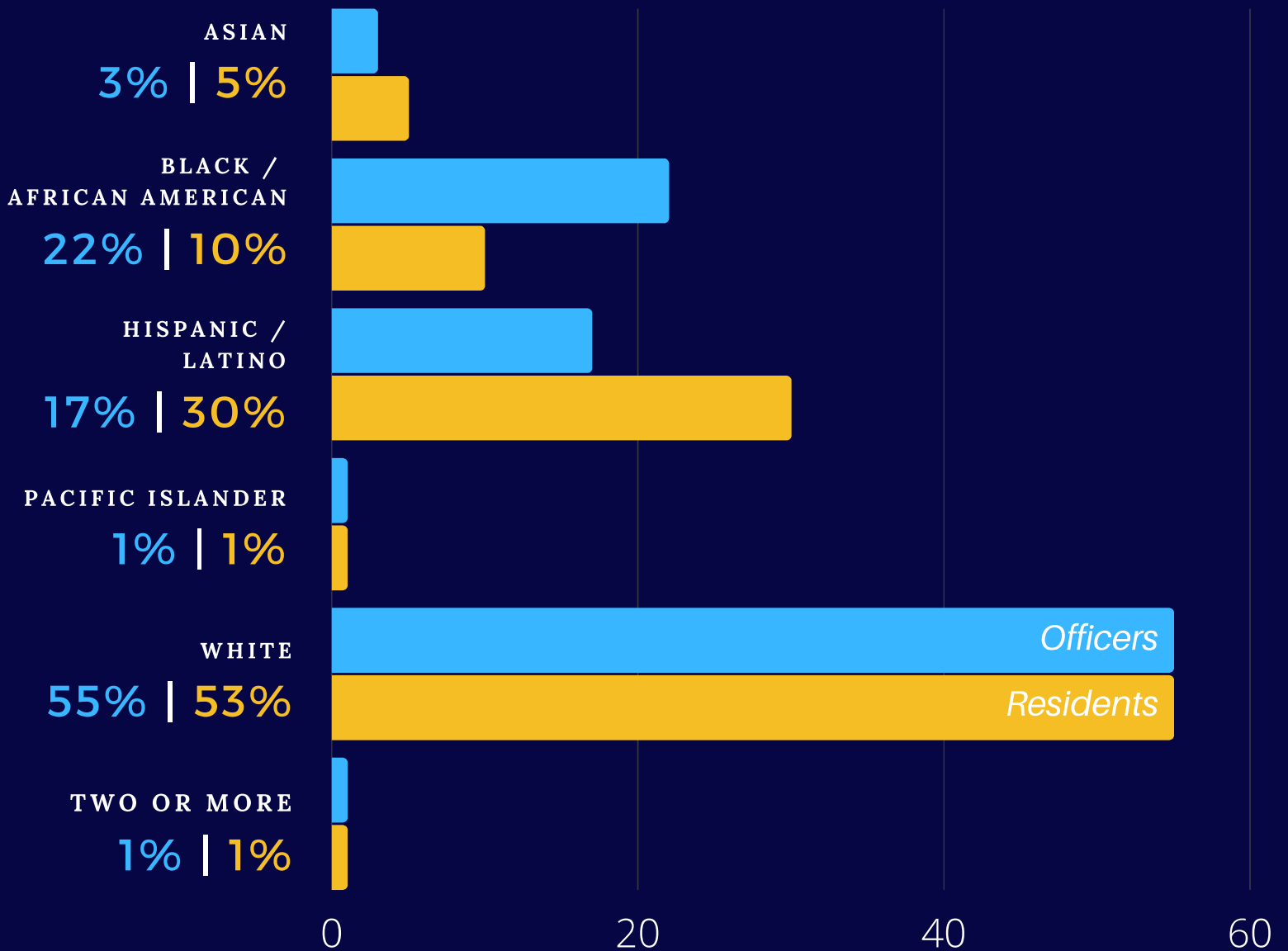
Agency Data

AGENCY DEMOGRAPHICS AND RESIDENT COMPARISON





AGENCY DEMOGRAPHICS AND RESIDENT COMPARISON





*Crime
Statistics*

**CRIMES AGAINST
PERSONS & PROPERTY**

2

MURDER

9

RAPE

82

ROBBERY

107

AGGRAVATED ASSAULT

163

BURGLARY

176

MOTOR VEHICLE THEFT

1193

LARCENY



*Call
Statistics*

CALLS FOR SERVICE

98,575

TOTAL CALLS FOR SERVICE

22,043

*Citizen Generated
Calls for Service*

76,532

*Officer Initiated Calls
(Stops and Area Checks)*



Call Statistics

CALLS FOR SERVICE BY BEAT CITIZEN INITIATED

10 BEAT

7,316 | 33.2%

30 BEAT

3,540 | 16.1%

15 BEAT*

108 | 0.5%

40 BEAT

2,905 | 13.2%

20 BEAT

4,951 | 22.5%

50 BEAT

1,433 | 6.5%

25 BEAT*

268 | 1.2%

60 BEAT

1,141 | 5.2%

NO BEAT ASSIGNED[†]

381 | 1.7%

**Beats 10 and 25 were made active in Computer Aided Dispatch (CAD) and the Records Management System (RMS) in November - December 2020, and these data represent only those two months (in some cases, less).*

†Beats may not be assigned to calls for which Officers are summoned outside the City limits to make reports of incidents that occurred in the city; incidents that begin or conclude outside the city limits; and/or as the result of CAD entry errors by ChatComm 911



Call Statistics

CALLS FOR SERVICE BY BEAT OFFICER INITIATED

10 BEAT

19,669 | **25.7%**

30 BEAT

9,295 | **12.1%**

15 BEAT*

419 | **0.5%**

40 BEAT

12,778 | **16.7%**

20 BEAT

11,322 | **14.8%**

50 BEAT

8,699 | **11.4%**

25 BEAT*

913 | **1.2%**

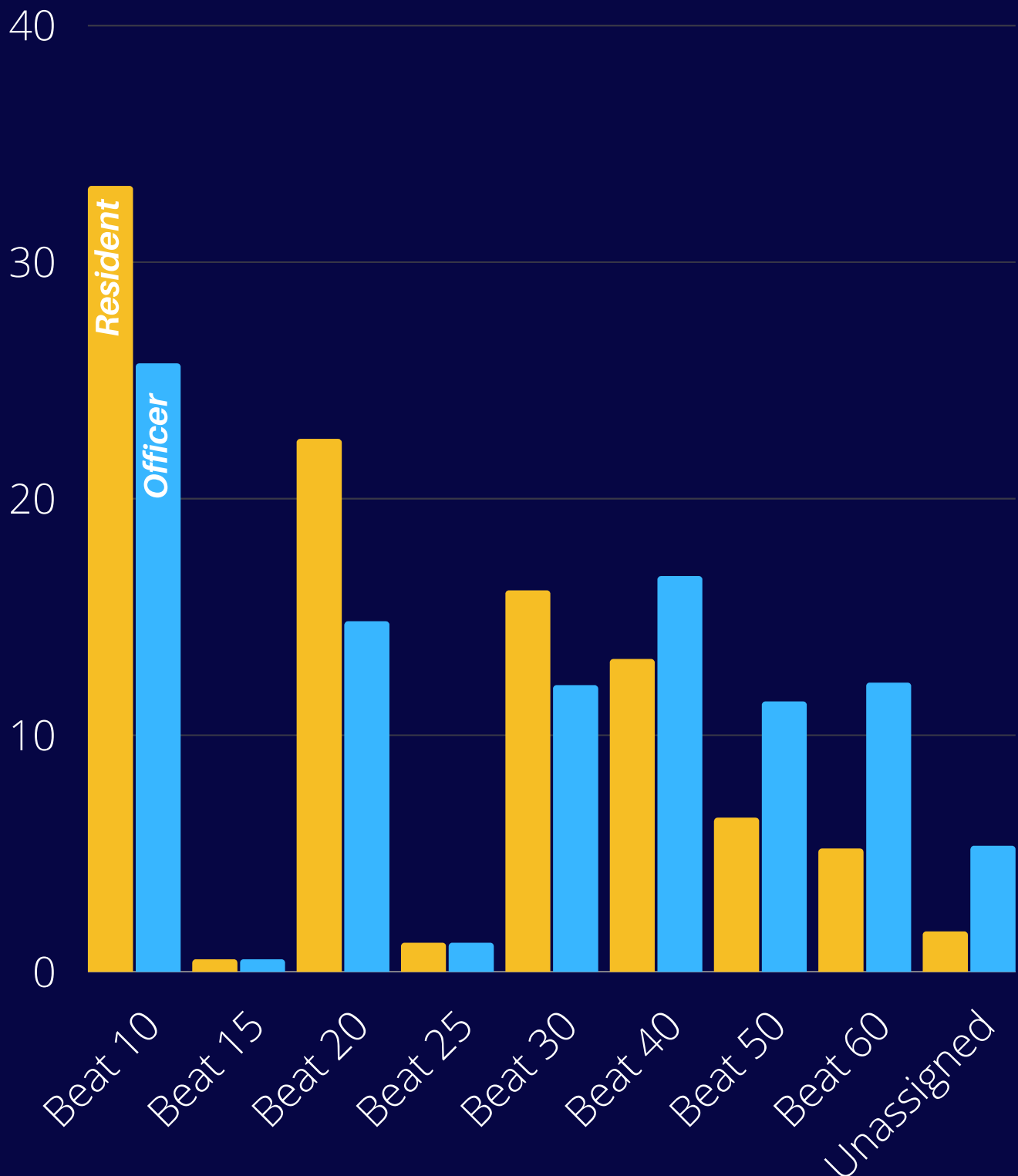
60 BEAT

9,356 | **12.2%**

NO BEAT ASSIGNED[†]

4,081 | **5.3%**

CALLS FOR SERVICE CITIZEN VS. OFFICER INITIATED





Arrest Definitions

The Official Code of Georgia Annotated (O.C.G.A.) defines crimes as either:

FELONY "means a crime punishable by death, imprisonment for life, or by imprisonment for more than 12 months." (O.C.G.A.) § 16-3-1:

MISDEMEANOR "mean[s] any crime other than a felony" and includes "misdemeanor[s] of a high and aggravated nature." (O.C.G.A.) § 16-3-1



Arrest types are classified according to the Federal Bureau of Investigation (FBI) National Incident Based Reporting System (NIBRS) guidelines, which define:

ON-VIEW ARREST is an apprehension without a warrant or a previous incident report. 642 BPD arrests in 2020 were "on-view" arrests (**28%**)

TAKEN INTO CUSTODY is a custodial arrest based upon an existing warrant or a previously submitted incident report. 724 BPD arrests in 2020 were "taken into custody" arrests (**32%**)

SUMMONED/CITED means that an offender was NOT taken into custody and, was instead released with a summons to appear in court at a later time. 915 BPD arrests in 2020 were "Summoned/Cited" arrests (**40%**)



*Arrest
Data*

2,281

TOTAL ARRESTS

CHARGES BY SEVERITY

469

Felony Charges

2,017

Misdemeanor Charges

ARRESTS BY TYPE

642

*On-View
(Custodial)*

724

*Taken into Custody
(Custodial)*

915

*Summoned/Cited
(Non-Custodial)*

**Total arrests and arrest types refer to the literal number of persons arrested. Misdemeanor and Felony Charges represent the number of misdemeanor or number of felony charges filed. Because some arrestees are charged with more than one offense, the number of charges exceeds the total number of persons arrested.*



Arrest Data

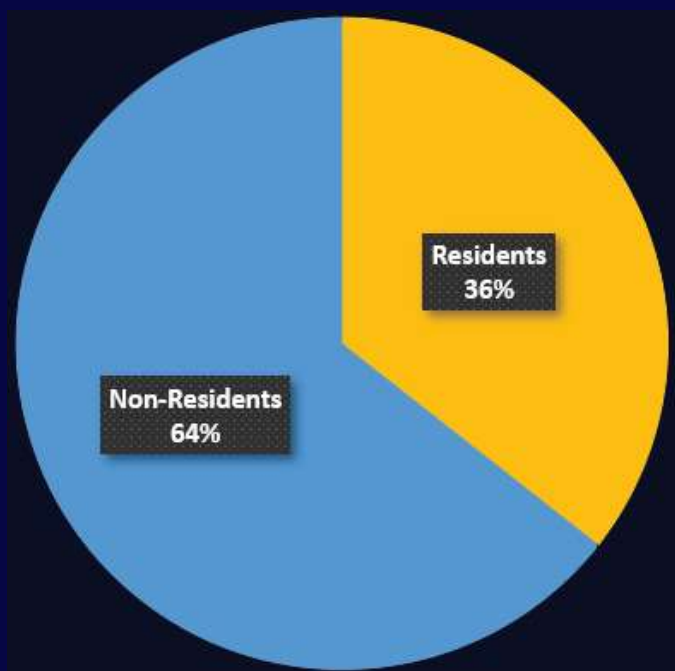
TOTAL ARRESTS BY RESIDENCY*

1,469 (64%)

Non-Residents

812 (36%)

Brookhaven Residents



**Residency refers to whether a person resides within the City limits of Brookhaven irrespective of immigration or United States citizenship status.*



Arrest Data

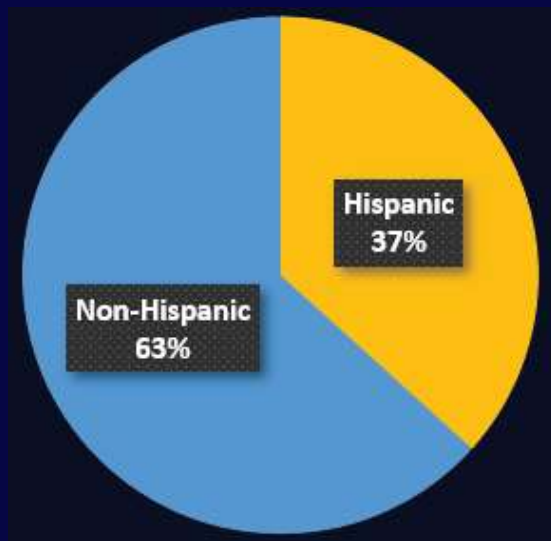
TOTAL ARRESTS BY ETHNICITY*

1,444 (63%)

Non-Hispanic

837 (37%)

Hispanic



The Federal Bureau of Investigation, like the U.S. Census Bureau and all Federal agencies, must adhere to the 1997 Office of Management and Budget (OMB) standards on race and ethnicity. In turn, the Brookhaven Police Department follows the FBI / OMB standard which provides five minimum categories for **RACE: White, Black or African American, American Indian or Alaska Native, Asian, and Native Hawaiian. See: <https://www.census.gov/topics/population/race/about.html>*

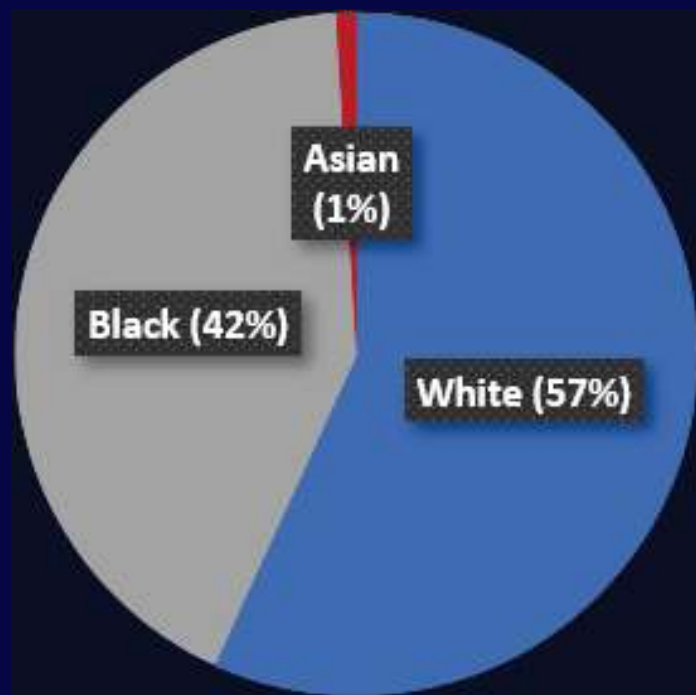
***ETHNICITY** is collected separately from Race, and is defined by OMB as either "Hispanic or Latino" or "Not Hispanic or Latino." OMB Defines "Hispanic or Latino" as a person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race. People who identify as Hispanic, Latino, or Spanish may be of any race. See: <https://www2.census.gov/about/training-workshops/2020/2020-02-19-pop-presentation.pdf>*



Arrest
Data

TOTAL ARRESTS BY
RACE

White	Black / African American	American Indian	Pacific Islander	Asian	Other / Unknown
1293	959	0	0	22	4
57%	42%	0%	0%	1%	.01%

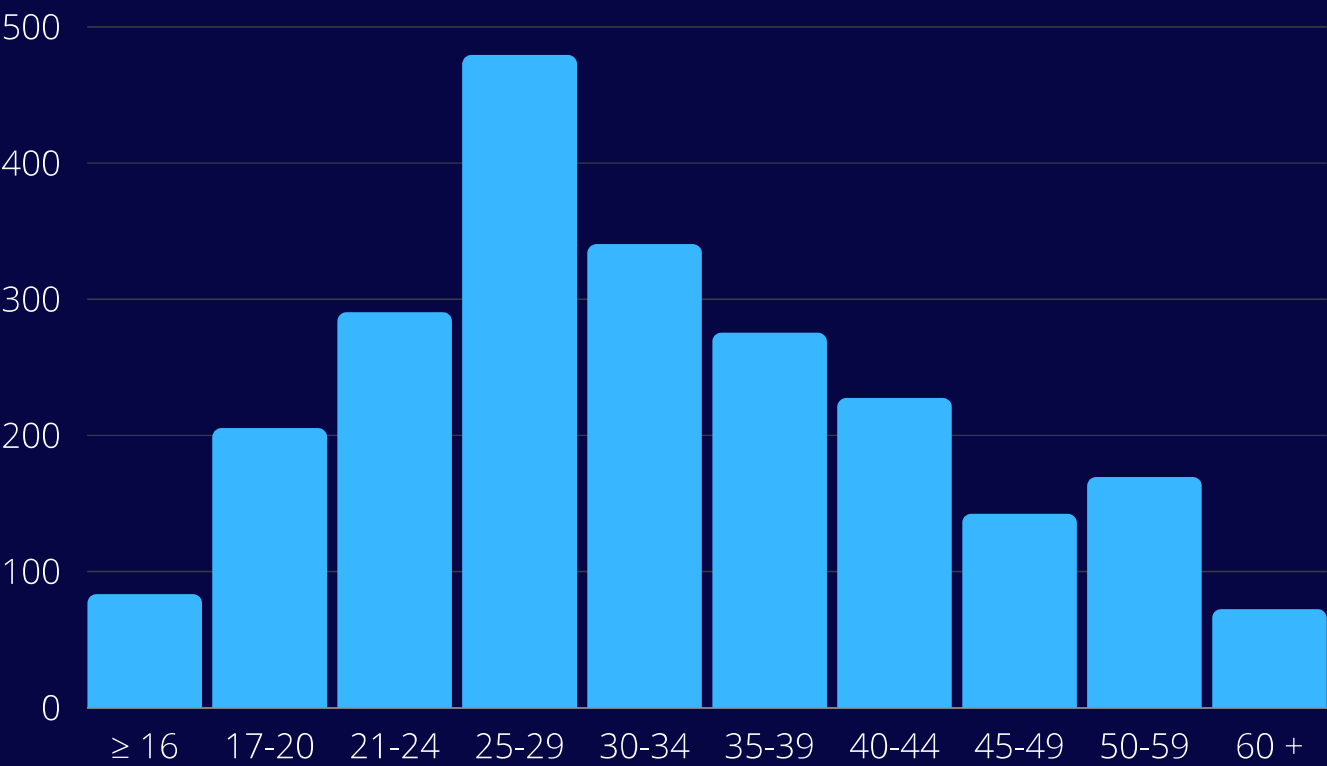




Arrest Data

TOTAL ARRESTS BY AGE

21 16 & Under	34 17-20	36 21-24	44 25-29	51 30-34
33 35-39	24 40-44	15 45-49	17 50-59	5 60 & Older





Arrest Data

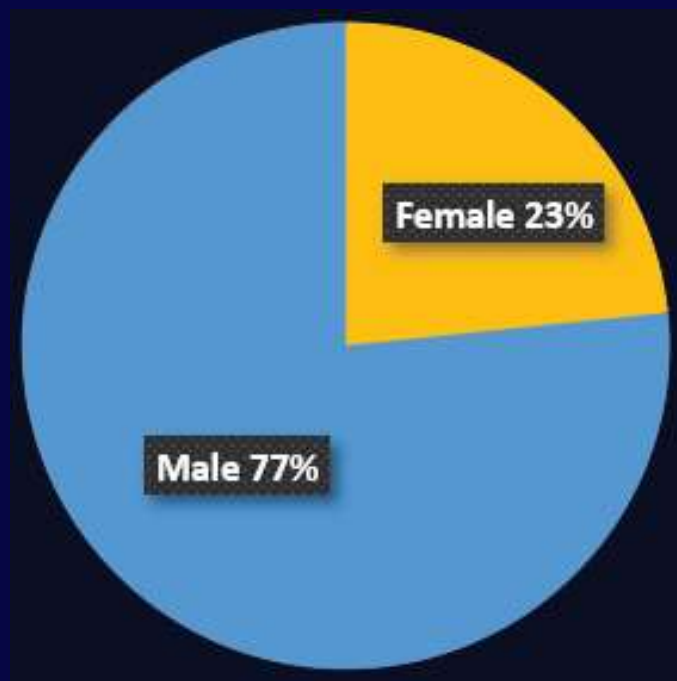
TOTAL ARRESTS BY SEX

1,748 (77%)

Male

533 (23%)

Female



**SEX is recorded based on the biological sex of an arrestee irrespective of gender identity.*



Citation Data

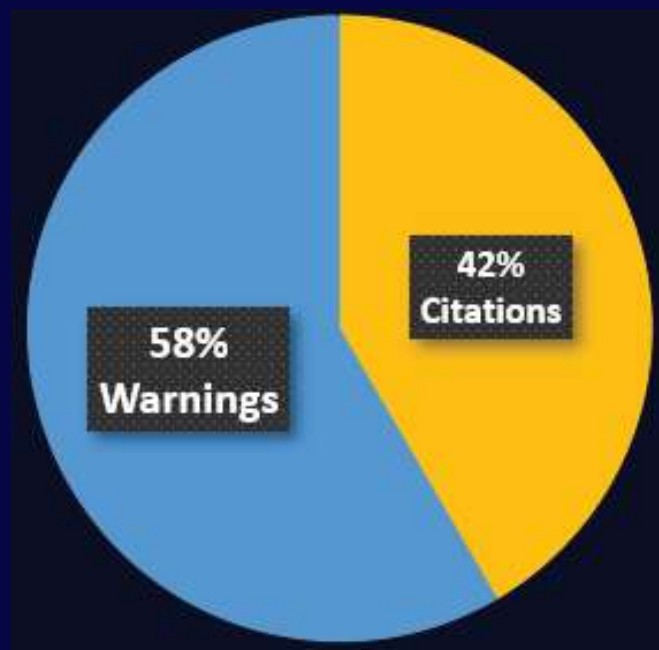
CITATIONS & WRITTEN WARNINGS

6,639

Written Warnings Issued

4,725

Citations Issued





Citation Data

CITATION DATA LIMITATIONS

Citation data includes both Traffic Citations and Misdemeanor Criminal Accusation Citations.

The Official Code of Georgia Annotated (O.C.G.A. §40-13-1) mandates that every law enforcement agency in Georgia use the Georgia Uniform Traffic Citation, Summons, and Accusation (Georgia Department of Driver Services (DDS) form DDS-32) to issue traffic citations. The design and content of this form is regulated by the Commissioner of Driver Services; and no law enforcement agency may alter the form.

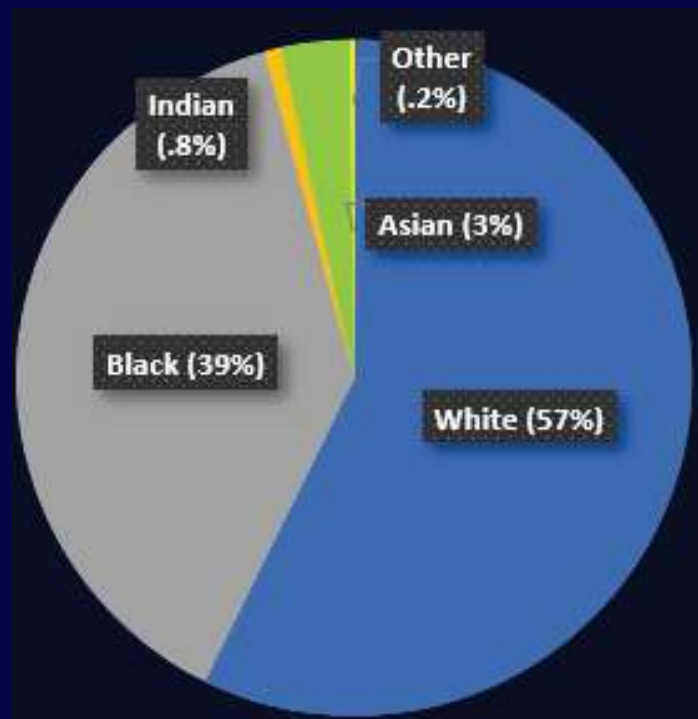
The DDS-32 does not provide a field in which an officer can record an accused person's ethnicity. Similarly, the form does not allow the Brookhaven Police Department to notate whether the person cited is a resident of Brookhaven. For these reasons, neither a comparison between Hispanic / Non-Hispanic persons nor one between Residents / Non-Residents is possible.



Citation Data

TOTAL CITATIONS BY RACE

White	Black / African American	American Indian	Pacific Islander	Asian	Other / Unknown
6,509	4,361	90	1	375	22
57%	38%	0.8%	0%	3%	0.2%





Citation Data

TOTAL CITATIONS BY AGE

88
16 & Under

739
17-20

1363
21-24

2128
25-29

1812
30-34

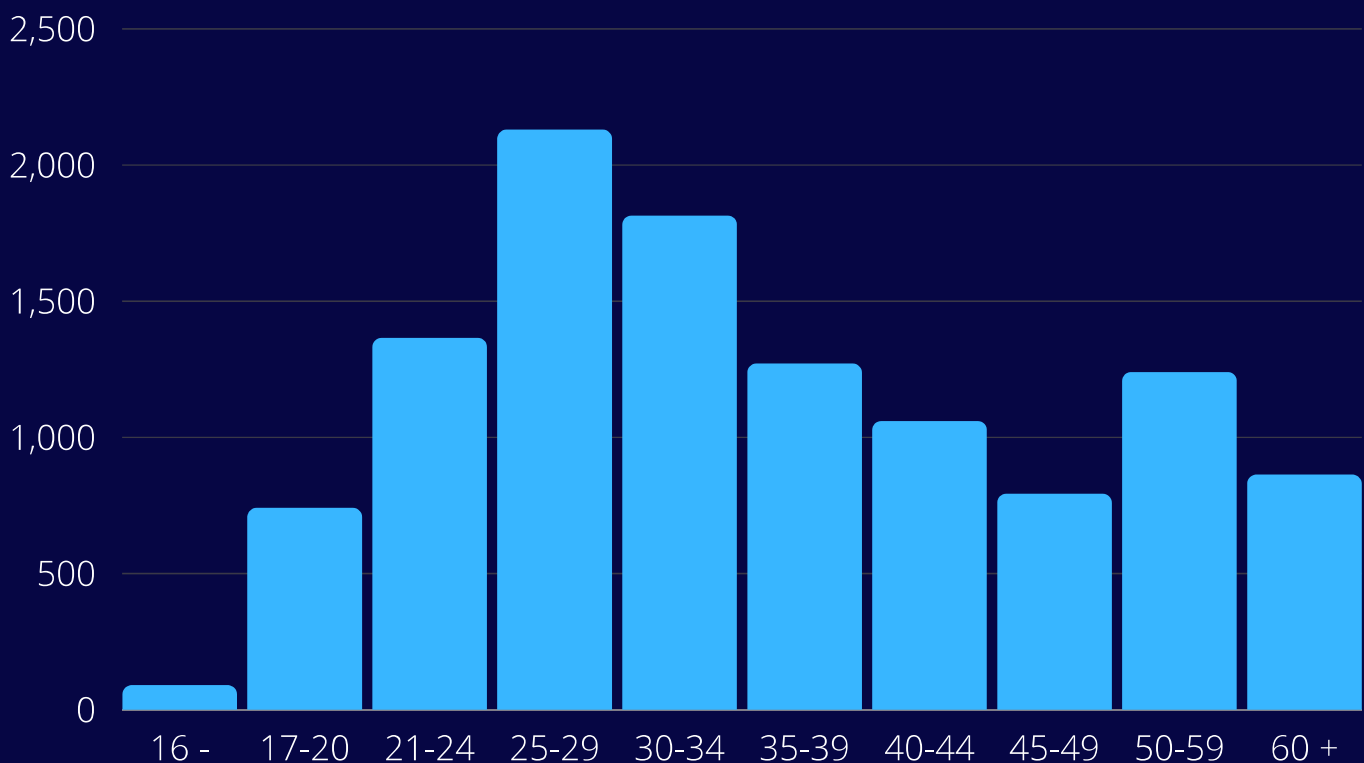
1269
35-39

1058
40-44

791
45-49

1238
50-59

861
60 & Older



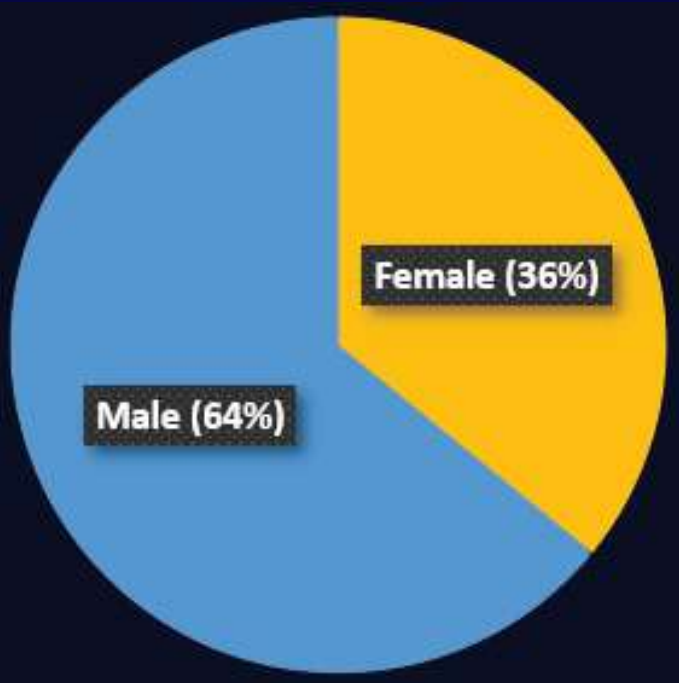


*Citation
Data*

TOTAL CITATIONS BY
SEX

7,278 (64%)
Male

4,077 (36%)
Female



**SEX is recorded based on the biological sex of an arrestee irrespective of gender identity.*



Force Data

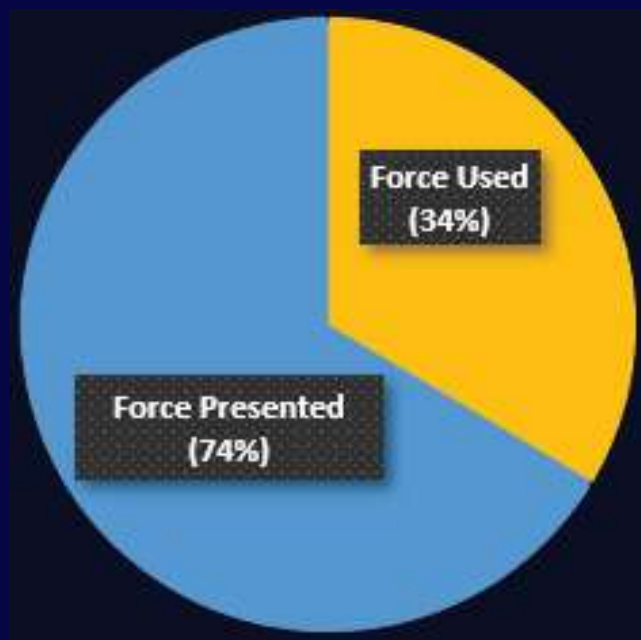
PRESENTATION & USE OF FORCE

186 (74%)

Presentation Only
(No Force Applied)

94 (37%)

Use of Force



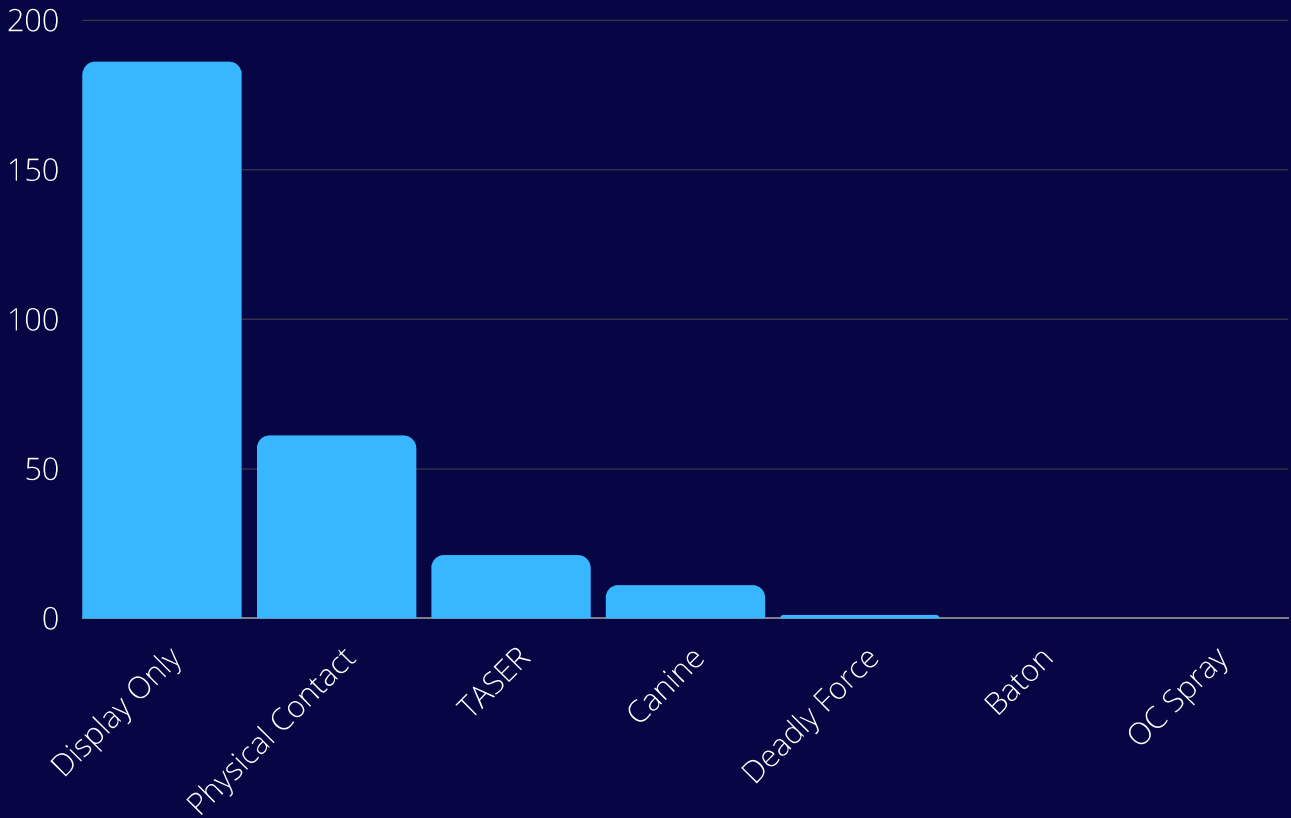
Brookhaven Police Officers are required to make a written report every time they use, or threaten to use force against any person, and when they display or cause a show of force (i.e.: pointing a TASER or threatening to deploy a canine) for the purpose of compliance by issuing commands.



*Force
Data*

TYPES OF FORCE APPLIED

186	61	21	11	1	0
<i>Presentation ONLY</i>	<i>Physical Contact</i>	<i>TASER Deployed</i>	<i>Canine Deployed</i>	<i>Deadly Force</i>	<i>Baton / OC Spray</i>





Force Data

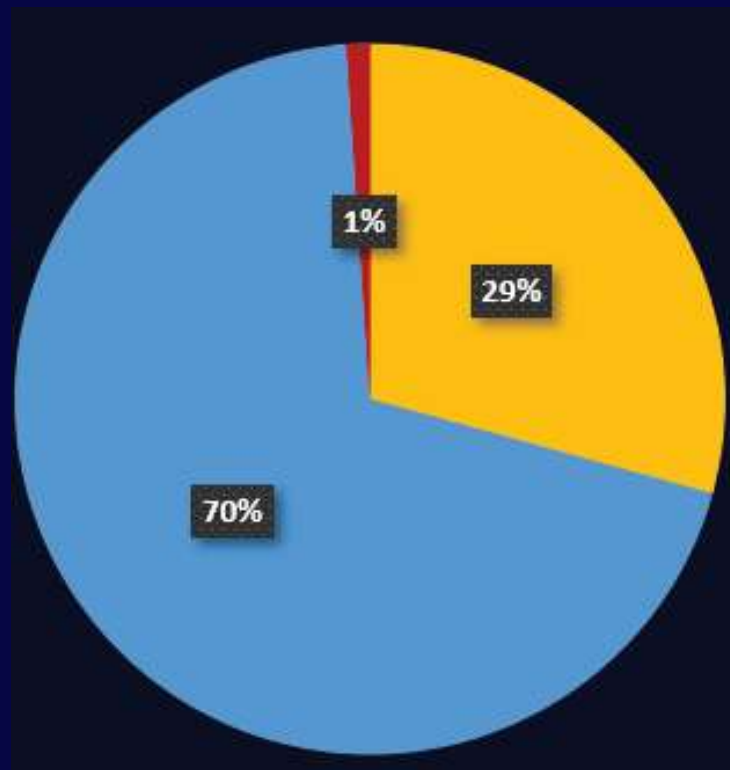
PRESENTATION & USE OF FORCE BY OFFENDER RESIDENCY*

82 (29%)

Brookhaven Residents

195 (70%)

Non-Residents



** 3 offenders escaped and were not apprehended; their residency is not known (1%)*



Force Data

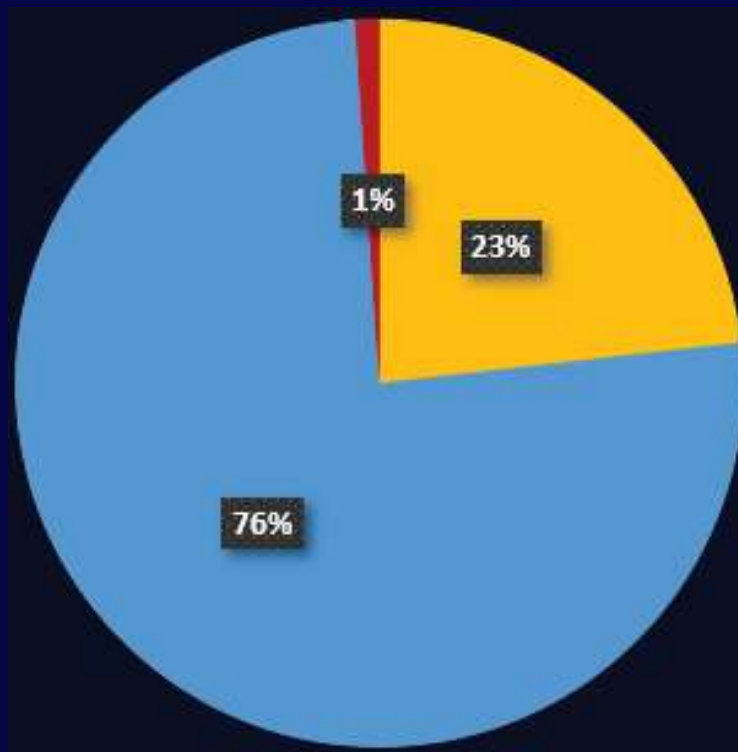
PRESENTATION & USE OF FORCE BY OFFENDER ETHNICITY*

65 (23%)

Hispanic

212 (76%)

Non-Hispanic



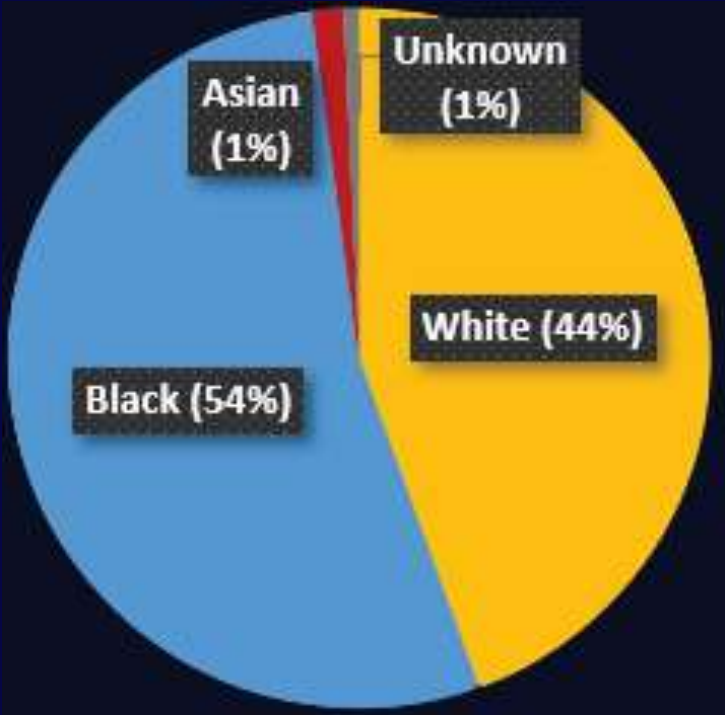
* 3 offenders escaped and were not apprehended; their residency is not known (1%)



*Force
Data*

PRESENTATION & USE OF FORCE BY
OFFENDER RACE

White	Black / African American	American Indian	Pacific Islander	Asian	Other / Unknown
124	149	0	0	4	3
44%	54%	-	-	1%	1%

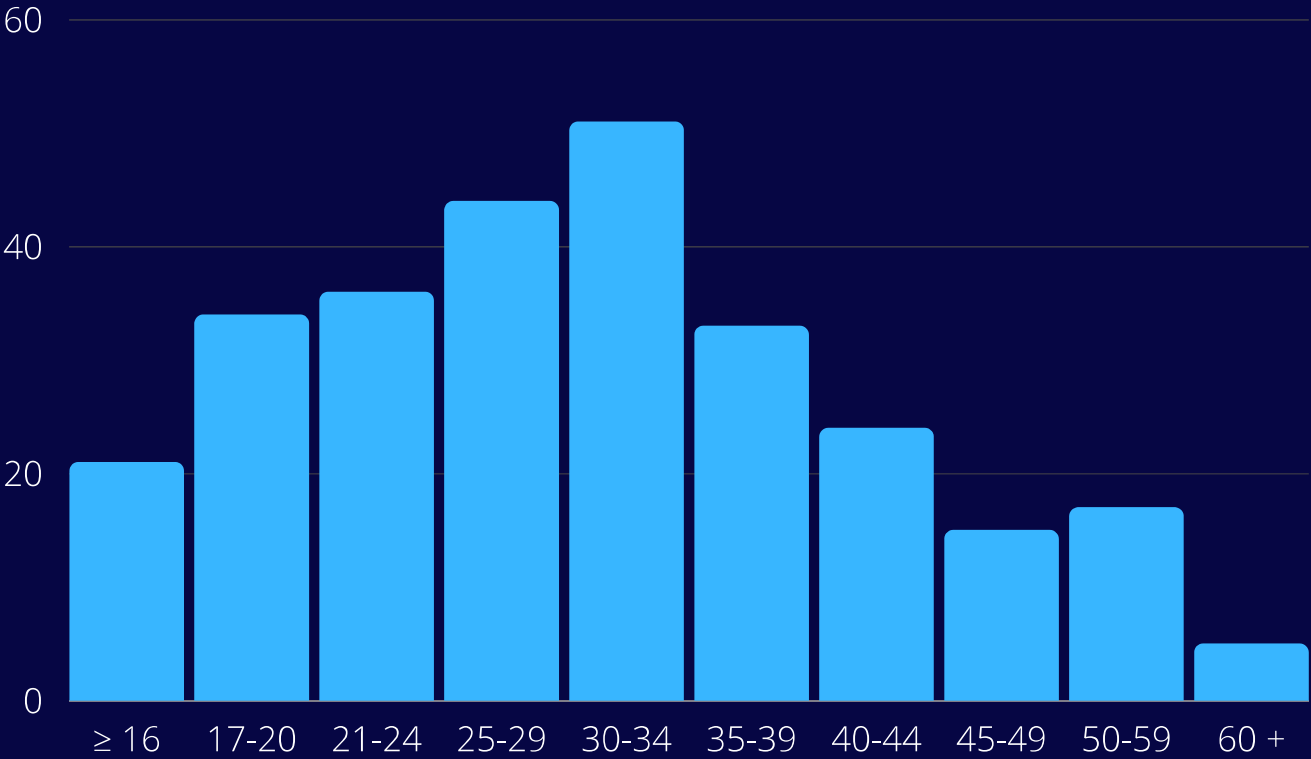




*Force
Data*

PRESENTATION & USE OF FORCE BY OFFENDER AGE

21 16 & Under	34 17-20	36 21-24	44 25-29	51 30-34
33 35-39	24 40-44	15 45-49	17 50-59	5 60 & Older



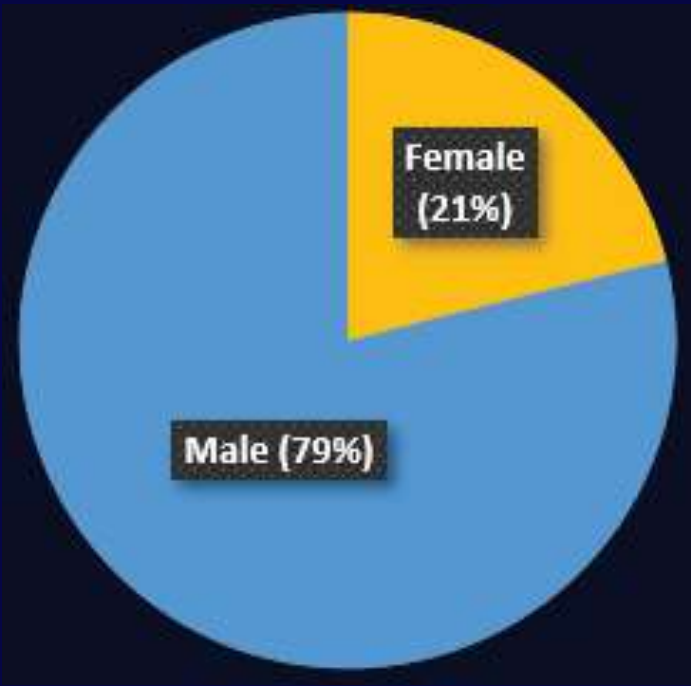


*Force
Data*

**PRESENTATION & USE OF FORCE BY
OFFENDER SEX**

221 (79%)
Male

59 (21%)
Female

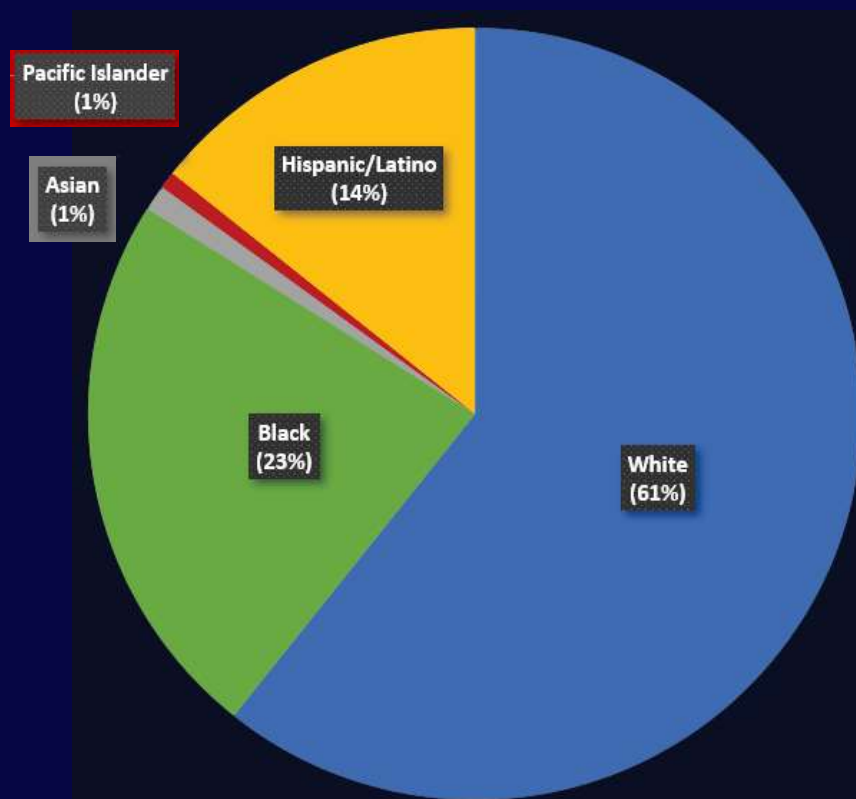




Force Data

PRESENTATION & USE OF FORCE BY OFFICER RACE & ETHNICITY

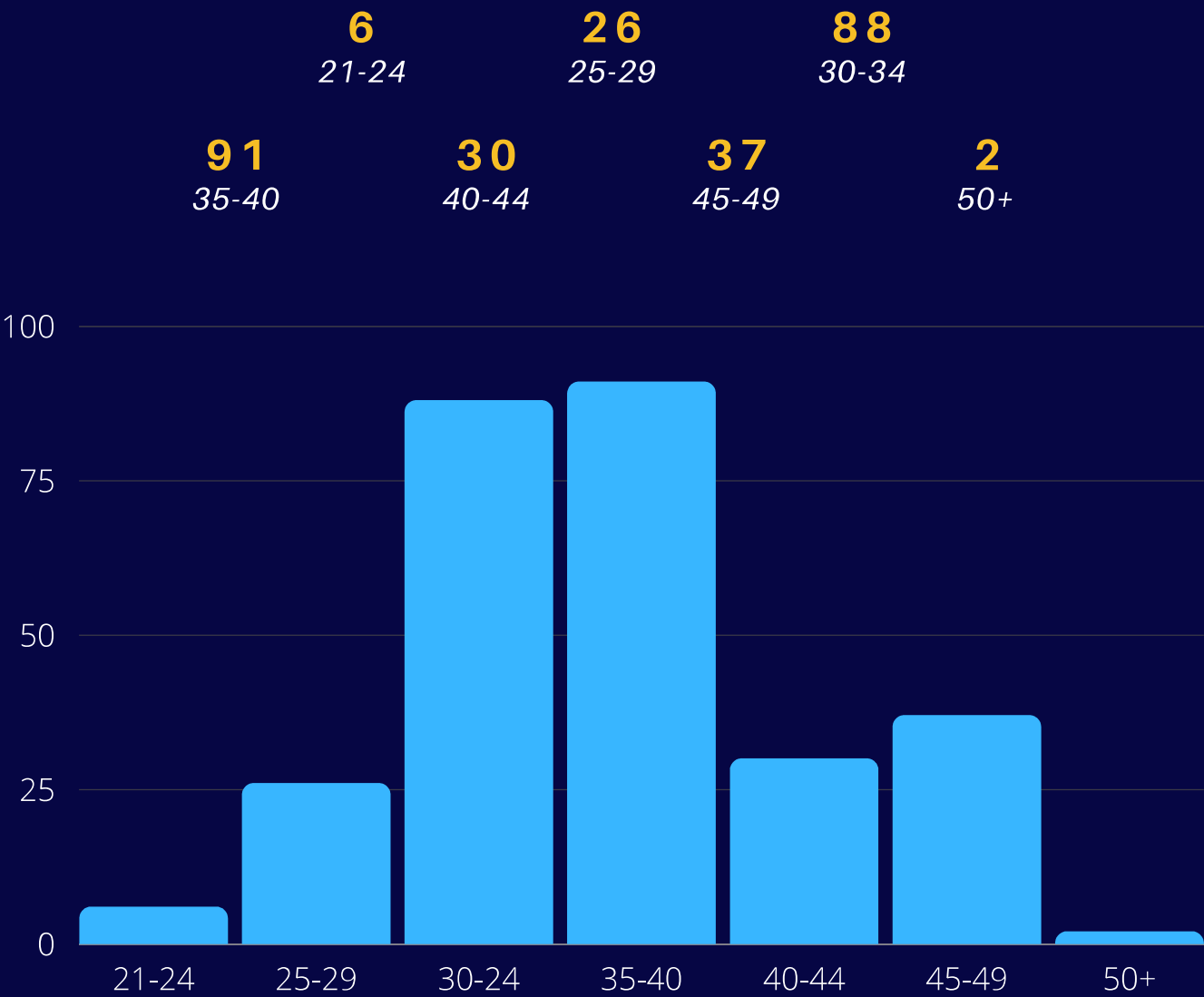
White	Black / African American	American Indian	Pacific Islander	Asian	Hispanic / Latino
170	65	0	2	3	40
61%	23%	-	0.7	1%	14





*Force
Data*

PRESENTATION & USE OF FORCE BY OFFICER AGE





Force Data

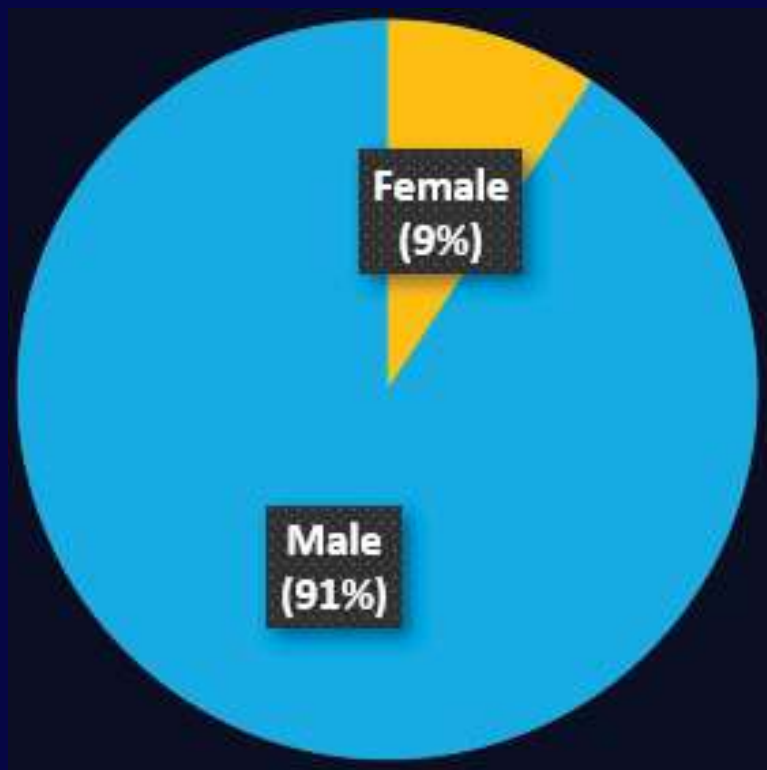
PRESENTATION & USE OF FORCE BY OFFICER SEX

254 (91%)

Male

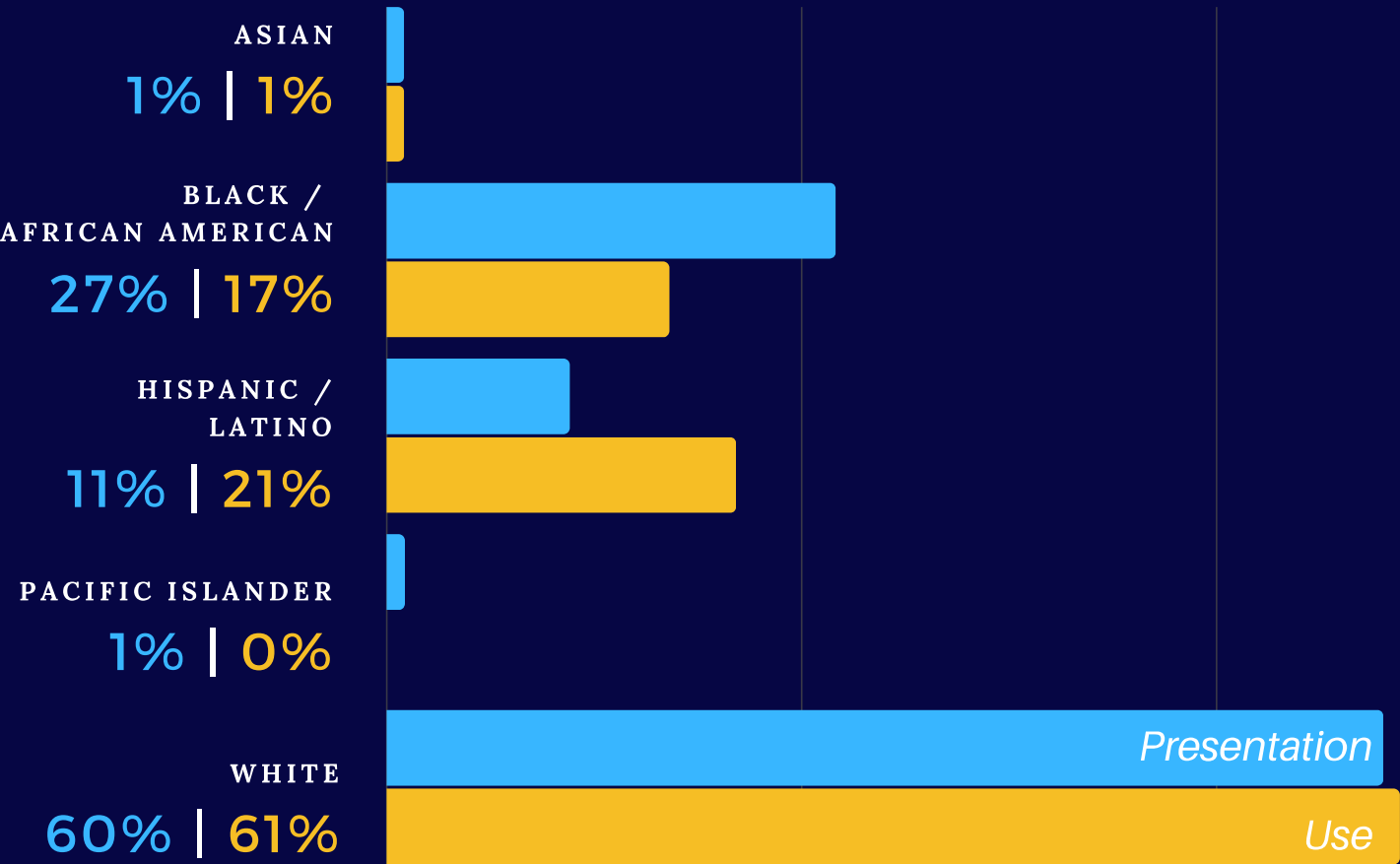
26 (9%)

Female





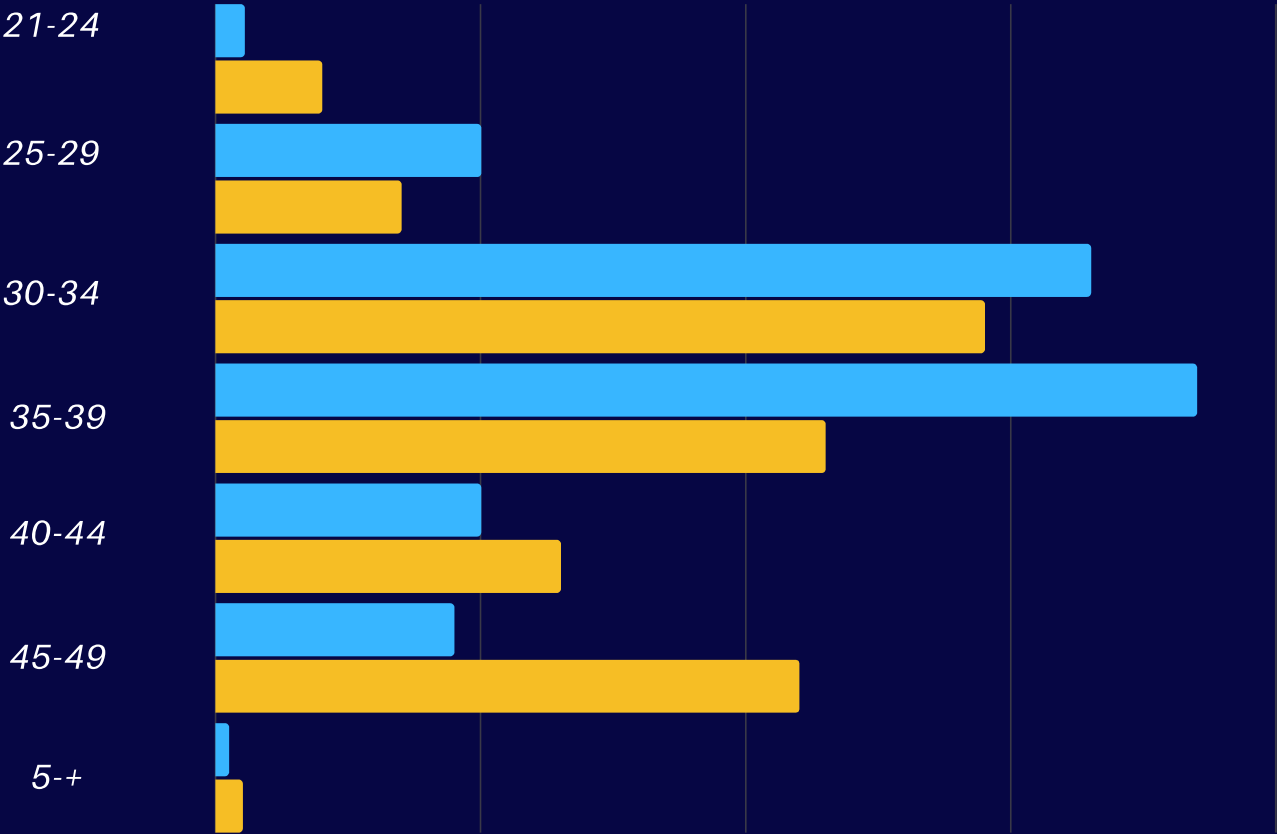
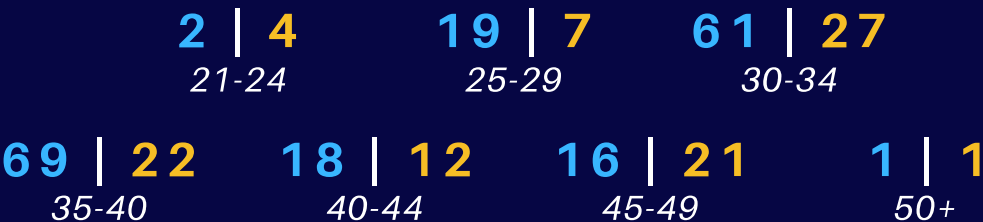
PRESENTATION VS **USE** OF FORCE BY OFFICER RACE & ETHNICITY





*Force
Data*

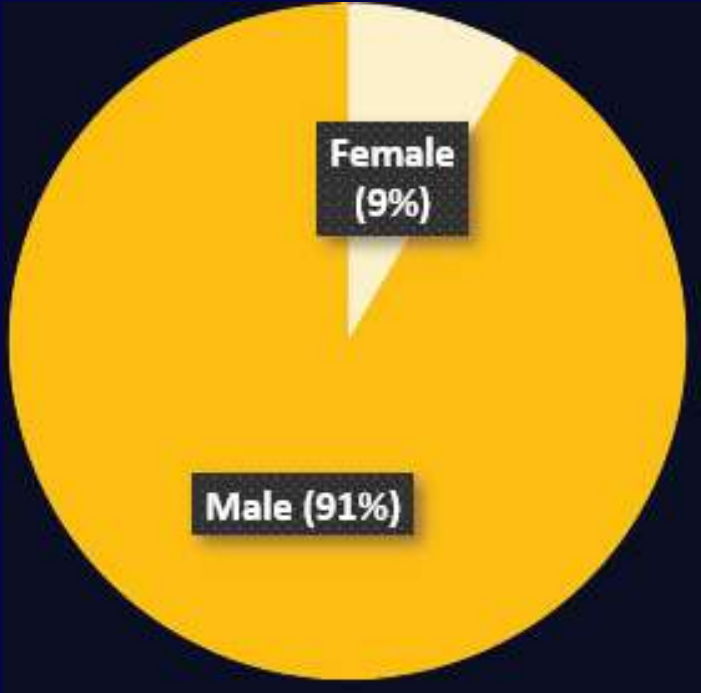
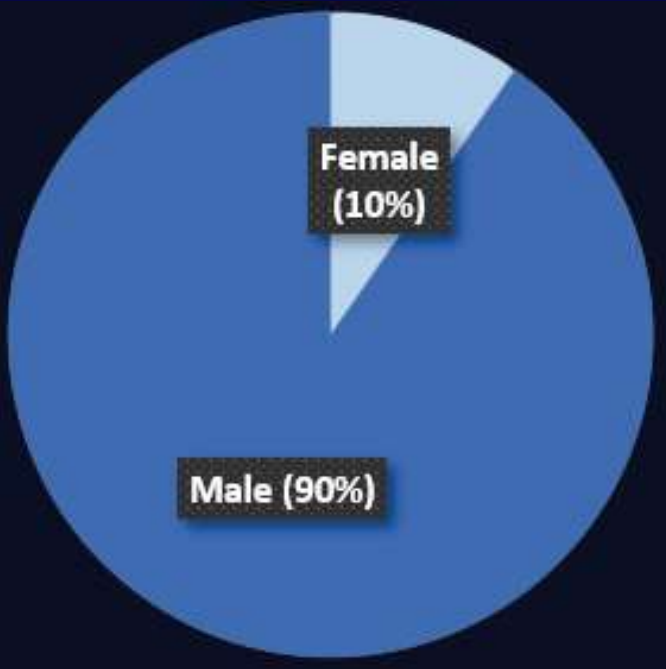
**PRESENTATION VS USE OF FORCE BY
OFFICER AGE**





*Force
Data*

**PRESENTATION VS USE OF FORCE BY
OFFICER SEX**



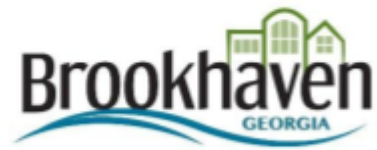
End of Report



Gary Yandura
Chief of Police

CITY OF Brookhaven
POLICE DEPARTMENT
2665 Buford Highway
Atlanta, GA 30324

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Brandon Gurley
Deputy Chief of Police

2020 Citizen Complaint/ Internal Affairs Report

This report is created to review and analyze the data provided by the complaints against the Brookhaven Police Department and its personnel.

The Brookhaven Police Department strives to operate with transparency and be responsive to complaints alleging employee misconduct and the operation of the department. Therefore, the Department provides the public with avenues to address their concerns; provides members of the department with the procedures for the acceptance, initiation, and processing of complaints; and strives to ensure the process is fair and reasonable for both the complainant and the employees. It is the policy of the Brookhaven Police Department to accept and document all complaints alleging employee or department misconduct for the following principal reasons:

- To ensure that complaints alleging employee or department misconduct are accepted and investigated in a consistent and reasonable manner to uncover the truth of the allegations;
- To identify areas of misunderstanding by the complaining citizen;
- To identify employees whose attitude, behavior and/or performance is in need of correction and supervisory intervention;
- To protect department employees and the Department from erroneous complaints, and
- To identify Department policies, training and/or practices in need of reevaluation, clarification and/or correction.

After a complete review, the Investigator arrives at one of five conclusions and provides a disposition. The possible dispositions are:

- Sustained: There was a preponderance of evidence to prove the allegation.
- Not Sustained: There was not sufficient evidence to either prove or disprove the allegation.
- Exonerated: The actions of the employee were consistent with the law and Department policies, rules, regulations, and practice.
- Unfounded: The allegation did not occur.
- Policy and/or training deficiency: The allegation occurred but was the fault of

deficiencies in department policy and/or training and cannot be accountable to the employee involved.

In 2020 the Brookhaven Police Department received 39 complaints from internal and external sources that were reviewed by line Supervisor/Watch Commanders and the Office of Professional Standards. Thirty-four of these complaints were handled by Supervisors and four were sent to internal affairs. This represents an eight percent increase from the 36 complaints/IA's that were reviewed and concluded during 2019.

Type of Allegation	Total Received	Sustained	Not Sustained	Exonerated	Unfounded	Policy/Training Deficiency	No Action Taken
Inappropriate Contact							
Rudeness	11	1	3		6		1
Oath of Office Violation	1				1		
SOP Violations	17	5	2	6	3		1
City Policy Violation	2		1	1			
Violation of OCGA	4		1	3			
Traffic Violation	4	1	1				2

Synopsis of Complaints:

In January 2020, the Brookhaven Police Department received no complaints.

In February 2020, the Brookhaven Police Department received seven (7) complaints. The first complaint was received via email and alleged that an officer berated a citizen during a traffic stop and kept asking the motorist if they knew the speed limit. The citizen requested assistance disputing the ticket to avoid the fine and points on their license. The investigating supervisor contacted the citizen who was unable to speak at the time. The supervisor called on a different date and was unsuccessful in speaking with the citizen and left a voice message. The citizen never called the supervisor back. The officer's supervisor reviewed the body camera footage after being unable to speak to the complainant. The supervisor found the officer's actions to be professional. The complaint was not sustained. The second complaint filed alleged that the operator of a marked BPD vehicle was using a cellphone while driving and failed to maintain lane. The complainant did not provide any identifying information on the vehicle or operator or time and location of occurrence. The supervisor attempted to reach the complainant via

phone and email but received no reply. The complaint was not sustained. The third complaint alleged that officers unlawfully detained an individual, during a criminal investigation, due to a personal bias stemming from his former employment as a BPD officer. The officers were dispatched to a suicide attempt and received information that the former employee encouraged the victim to commit suicide. The former employee who was now employed elsewhere responded to the scene and would not cooperate with the investigators. He was detained at the scene and not allowed to leave the scene to catch a flight. He was not physically restrained. The investigating supervisor reviewed body camera footage and determined that the complaint was not sustained. The fourth complaint alleged that an officer racially profiled a motorist who was stopped for speeding. The complainant advised that he requested to see the laser and the officer refused. The officer reportedly looked into the vehicle windows with a flashlight upon initial approach and the complainant felt it was due to racial bias. When the investigating supervisor contacted the motorist the nature of the complaint changed to a demeanor complaint. The complainant suggested that the officer be counseled on how to speak to "people of color". The supervisor found the officer's actions to be appropriate after a review of the body camera footage. The complaint was not sustained. The fifth complaint alleged that officers treated the complainant, "like shit" during a call for service. When the investigating supervisor contacted the complainant via phone, he was rude and argumentative. The investigating supervisor reported that he was unable to reason with the complainant whom he believed to be intoxicated. The complainant would only advise that the officers asked for his identification and made him sit on the curb. The supervisor reviewed the body camera footage and found the officer's actions to be professional. The officer's ceased contact with the complainant who was intoxicated and in a dispute with an Uber driver after they no longer had reason to speak with him. The complaint was not sustained. The sixth complaint alleged that an officer responding to an entering auto in progress was, "out of control" when he gave commands to the occupants of a vehicle. The officer mistakenly contacted the 911 caller who was in her vehicle instead of the suspect and initially issued commands with his firearm drawn to the caller before realizing his error. The investigating supervisor found no malintent on the officer's part after reviewing body and dash cameras and collecting a written statement from the complainant. The officer was exonerated. The final complaint alleged that officers used excessive force to arrest the offender during a traffic stop. The offender was ordered to exit the vehicle for a custodial arrest for reckless/ aggressive driving and refused to comply while yelling vulgarities at the officers. The officers were in the roadway directing traffic with the assistance of cones when they heard a vehicle striking several cones. The vehicle approached the officers as the driver was yelling vulgarities from the window. He was taken into custody without further incident. The reviewing supervisor reviewed the body camera video and found the force to be objectively reasonable. The complaint was not sustained.

In March we received four (4) citizen complaints and initiated one (1) internal investigation. The first complaint was made in reference to an officer's response time to a call for service. The complainant reported an ordinance violation via 911. By the time the officers arrived the violators had left the scene. The reviewing supervisor found the prolonged response time to be due to dispatch error. Through investigation it was determined that the complainant had called Chatcomm 911 back and reported that there was a neighbor blocking the suspect vehicle in and the situation was possibly escalating.

This information was not relayed to the officer or on-duty supervisor that the ordinance violation was escalating. Chatcomm should have also changed the nature of the incident to a civil dispute with two parties on scene. The complaint was forwarded to Chatcomm 911. The accused officer was exonerated. The second complaint alleged that an officer showed favoritism during an accident investigation and did not cite an involved party for a violation of state law. The complainant advised that she learned that an involved driver was not licensed and never observed that driver being issued a citation. The complainant also advised that her name was printed incorrectly on the citation. The supervisor reviewed all associated reports, citations, and body camera footage. The reviewing supervisor found that the appropriate charges were issued in the incident and that the officer made an error when entering the subjects name on a warning. The officer was exonerated of the allegation of preferential treatment and received informal counseling on confirming the correct information is entered on documentation. The third complaint alleged that an officer was texting while driving and failed to maintain lane. The vehicle was identified by its designated number and the employee was identified. The supervisor interviewed the employee who confirmed he was texting while driving. The complaint was sustained, and the officer received supervisory counseling. The fourth complaint alleged that an officer was outside his authority when initiating a traffic stop outside the city and that subsequent contact with the officer at police headquarters was unprofessional. On the day in question a uniformed officer stopped a motorist on I-75 in Cobb County for speeding. The officer requested Cobb Police respond to the scene. During the encounter, the motorist being stopped became irate because he assumed, incorrectly that the officer had no authority to initiate the stop outside of Brookhaven. Cobb Police responded and the Brookhaven officer departed the scene en-route to the city. The involved citizen then reported to police headquarters and encountered the same officer in the lobby. He alleged that the officer was discourteous during that contact and refused to speak with him. The reviewing supervisor found the officer's actions were appropriate under the circumstances and within the law. The officer was exonerated of the allegations. The department generated IA investigation was generated after a Lieutenant's mandated use of force review found that a Sergeant had not reviewed all body camera footage as stated in his supervisory review summary. An internal investigation was then opened, and every Use of Force Report completed by the supervisor was reviewed. After reviewing body camera audit trails, six (6) similar incidents were discovered. Additionally, it was found that the supervisor was not competent in completion of his supervisory duties when he incorrectly completed Use of Force Reports and did not properly document all officers involved. It was found that during the internal investigation that the employee was not truthful in several written supervisory reports and in statements to investigators. The employee resigned prior to disciplinary action being taken.

In April we received one (1) complaint. The complainant alleged that the officer who investigated her vehicle collision did not check on her well-being, did not give her the opportunity to tell her side of the story, and displayed poor demeanor. A witness to the incident further reported that the officer coerced the complainant to make a statement of fault in the accident. The supervisor reviewed the body camera footage and obtained a written statement from the complainant. The body camera footage showed the officer asking the complainant if she was okay multiple times and offered to start EMS. The officer afforded the complainant the time to tell her side of the story, but she is cut off by

an associate who tells the officer she is shaken up and should take a minute. The officer notifies the complainant she is being found at fault and her associate then accuses the officer of being, "judge and jury." The officer was exonerated of the allegations.

In May we received two (2) complaints. The first complaint was a courtesy complaint in reference to an officer's demeanor upon responding to a call for service. When the officer arrived at the complainant's home, he was on a business call and asked the officer to wait a moment. The officer reportedly quickly replied that she would be in her car and walked away. The complainant and officer then made several remarks about the poor customer service she was providing, and the officer offered to have a supervisor respond to the scene. The on-duty supervisor arrived and spoke with the complainant. The supervisor later reviewed the officer's body camera footage and found the employee's attitude to be poor. The supervisor met with the officer who immediately took ownership for her poor attitude and service. The complaint was sustained, and the officer received supervisory counseling. The second complaint alleged that the department's Tesla patrol car was speeding in excess of 90 mph and weaving in and out of traffic on the interstate without signaling while outside of the city and not en-route to an emergency call. The vehicle was not equipped with the normal equipment used to track vehicle speeds so the supervisor reviewed dashcam footage to determine if the vehicle speeds were excessive enough to activate the camera. The supervisor was not able to locate any dashcam footage from the date & time in question. The reviewing supervisor then contacted Tesla in hopes of reviewing historical data they may collect. Tesla was not helpful with the inquiry. The supervisor spoke with the officer in question who denied operating the vehicle in the manner reported. The reviewing supervisor was unable to find sufficient evidence to prove or disprove the allegation, so the complaint was not sustained.

In June, we received five (5) complaints and opened one (1) IA investigation. The first complaint was a demeanor complaint involving contact with an unidentified officer from February 2020. The citizen reported that while driving in the Perimeter Summit area she, a black female, was stopped by a white male officer for no reason. She reported that the officer made her take a turn which required her to drive back around Perimeter Mall. The citizen requested diversity training for all BPD personnel. The reviewing supervisor was unable to identify the officer or citizen contact in question. The complaint was closed with no action taken. The second complaint alleged that BPD officers "target" certain vehicles for enforcement action. The complainant did not name a particular officer but alleged that he is stopped by BPD officers at a higher rate than other metro agencies. The complainant reported that he recently received a speeding ticket from BPD and that while the officer was professional, he questioned the officer's motivation for stopping him. He advised that ever since he purchased his red Honda Accord sport, he has been stopped by BPD at a rate higher than that of other metro agencies. He reported that because he had a nice car he was possibly being targeted by our officers. He reported that he observed a marked BPD unit (unidentified) stopped in the left turn lane on Buford HWY at N Druid Hills. He reported that a "nice" yellow car occupied by three (3) black males turned south on Buford HWY. He reported that he thought to himself that the officer would make a U-turn and proceed after the vehicle to run the tag and shortly thereafter he observed the unit make the U-turn. He did not observe the officer take any enforcement action. His perception was that our officers profiled and that even though

his interactions with BPD in the past have been professional we should look into how our officers use their discretion when making encounters. The complaint was closed with no action taken. The third complaint was in reference to an officer not wearing a face covering when arresting an offender for DUI. The supervisor reviewed the incident report and all bodycam footage. The 911 call was regarding a person sleeping in a vehicle, in a gas station parking lot. The responding officers conducted a DUI investigation. The officer arrested the driver for DUI, transported her to HQ for a breath test, and then transported her to jail. She placed a mask on the offender before entering the intake area. The reviewing supervisor found that the officer was not mandated to wear a face covering at the time of the contact. Furthermore, the officer provided a face covering to the offender who was not wearing one herself. The officer was exonerated. The fourth complaint was a demeanor complaint. The complainant advised that an officer provided him with an incorrect case number, and it was multiple numbers off. He said it was a large inconvenience to obtain a copy of the incident report because of the wrong number. The case number was only one digit off. He then stated the officer was unprofessional with him and she had a bad attitude/demeanor with him. The complainant stated the officer was very professional in the beginning of their encounter but after she spoke with the Dollar Tree staff, she formed a "Bias" against him. The supervisor reviewed all body camera footage and found the officer was polite & professional. The complaint was unfounded. The fifth complaint alleged that an officer used coarse language toward a party in a civil dispute about booting. The complainant said he attempted to speak with an officer about the situation and explain to him the situation. The officer reportedly became aggressive with him on the phone and stated, "I don't give a damn about your emails" and started to demand an immediate resolution to the problem at hand. The reviewing supervisor reviewed body camera footage and determined the allegation did not occur. The complaint was unfounded. The IA was opened after a command staff member received a complaint from an officer about compensation from extra duty employment. An officer worked an extra duty job and did not receive compensation for one-half hour worked. The investigation found that one supervisor, whose job duties included administering extra duty employment, failed in his duties by not assisting the officer with obtaining compensation. The supervisor received a documented verbal reprimand. During the initial inquiry it was discovered that a second supervisor accepted compensation for coordinating extra duty employment, which is a violation of agency policy. That same supervisor was also found to have improperly recorded his work times for extra duty employment, and that he received payment for thirty minutes of extra duty employment when he was not present. That supervisor received a 10-day unpaid suspension from regular duty, a six-month suspension from extra duty employment, supervisory probation, and removal from coordinating extra duty employment.

In July, we received three (3) complaints and opened one IA investigation. The first complaint, received via Facebook, alleged that a marked BPD vehicle was traveling at excessive speeds while changing lanes without signaling. The complainant identified the vehicle in question by its unique number. The supervisor met with the officer who advised their cruise control was set at 78 mph. The supervisor researched the vehicle's speed through NetworkFleet and found the vehicle consistently traveling at 82 mph. The supervisor reported there being no documentation showing the vehicle's speed calibration and therefore decided no further action should be taken. The second

complaint alleged that officers responding to an accident failed to assess a driver for impairment, failed to render aid to a party who was pregnant, and were rude. The complainant arrived on scene after the accident occurred. She was worried that an ambulance had not arrived quickly enough. The investigating supervisor found that EMS assistance had been declined three (3) times by the parties on scene and once EMS was requested, they responded. The investigating supervisor also found no signs of impairment in the bodycam video, and that the officer was not rude or unprofessional. The complaint was unfounded. The third complaint accused an officer of planting drugs at the time of an arrest. The officer immediately notified his supervisor. The body camera footage was reviewed by the officer's supervisor who found that the allegation did not occur. While viewing the video the supervisor observed the officer picking up a glass pipe in the immediate vicinity of the arrestee. The complaint was unfounded. Additionally, one (1) use of force IA was initiated in July due to an officer involved shooting. Brookhaven officers responded to a request for assistance from Chamblee PD officers. Chamblee PD was in contact with a male armed with an assault rifle. While waiting for the arrival of SWAT the male turned and fired upon officers who returned fire. The investigation remains open pending the official report from the state bureau of investigation. The officers have returned to duty.

In August, there were two (2) citizen complaints and one (1) internal investigation initiated from another police department. The first complaint alleged that officers forced open the complainant's door on a traffic stop prior to his arrest. He also alleged that the officers made violent threats of forcing him from the vehicle and they took him to the police station to take a test, but they never gave him the test to prove he wasn't drinking. The complainant was stopped after being observed running a red light. He initially failed to stop and upon stopping refused to open his window. Due to him refusing to roll down and reaching for an unknown object, the officer opened his driver's side door. He immediately grabbed the door, slammed it shut and locked it. The officer indicated she could smell the odor of marijuana and the odor of alcoholic beverages coming from within the vehicle and the driver displayed several indicators of being impaired. Several officers and the Sergeant on scene attempted to reason with the subject to no avail. The watch commander arrived and was able to talk the subject into exiting the vehicle. When the male exited the vehicle, he immediately dropped down to his knees and laid down on his stomach and he was taken into custody without incident. After he was secured, the officer read him his Miranda Rights and Implied Consent for Blood. He verbally agreed to provide a sample of his blood. Due to issues with Ten-Eight forensics not having a technician available, officers were unable to obtain the sample of his blood. The reviewing supervisor viewed the body camera footage and incident report. The complaint was unfounded. The second was a demeanor complaint. The complainant alleged that the officer was rude and needed to be coached on how to talk to people. The complainant had contact with the officer who was investigating a report of animal cruelty. She was insistent that the officer force entry into an apartment because a dog was left on the balcony in hot weather. He attempted to explain to her that he was obligated to conduct a thorough investigation first and make attempts to contact the resident. The female was concerned that this wouldn't happen quickly enough and began arguing with him about the incident. The reviewing supervisor reviewed the body camera video and found the officer's conduct was appropriate. The complaint was unfounded. An IA was opened after receiving information from Alpharetta PD investigators that a part-time

Brookhaven officer sustained a gunshot injury while off-duty at his home. An internal investigation was opened, and it was found that the employee failed to notify the Chief of Police or any supervisor of the discharge of a firearm as required by policy. The employee advised that he was at home cleaning his firearm and accidentally shot himself. The employee was also found to be in violation of the extra duty employment policy, as he had not submitted the required documentation to serve as a courtesy officer in his apartment complex. Lastly, the employee was found to be untruthful in his statements to his supervisor during the investigation into his extra-duty employment when he advised he was an "After Hours Representative" and not a courtesy officer. The employee was terminated as a result of the investigation.

In September we received two (2) complaints. The first was a courtesy complaint. The citizen alleged that while at police headquarters he sought assistance from an officer for a previous domestic incident. He alleged that the officer was rude and incompetent. He further advised that the officer's supervisor viewed his personal social media account multiple times. During the complaint inquiry, the officer's supervisor reported only reviewing the social media profile once after a Google search. The supervisor reported that he searched the subject's name via Google because it was familiar to him. The reviewing supervisor reviewed the body camera footage and found that while the officer could have been more patient, his actions were not in violation of agency policy. The complaint was not sustained. The supervisor was exonerated of the additional allegation. The second complaint was a courtesy complaint. The complainant alleged that the officer who responded to her vehicle collision asked if he was there to investigate an accident or a fight. She felt this was rude. The reviewing supervisor obtained copies of the 911 recording and determined that the dispatcher incorrectly updated the call indicating that an altercation was occurring which caused the officer to inquire upon his arrival. The supervisor reviewed body camera footage and found the officers behavior was appropriate. The complaint was unfounded.

In October three (3) complaints were received. The first complaint was a courtesy complaint. The complainant was stopped for a traffic infraction. She took issue that the officer did not issue her a warning instead of a citation. She alleged that the same officer stopped a co-worker three times and never issued a citation and an ID was not requested on two of the stops. She was also upset that the officer asked for her ID without telling her why she was being stopped. She later advised that if she were, "of a different race", she would not have been cited. The reviewing supervisor reviewed the body camera and found the officer's conduct was exemplary. The officer issued a verbal warning for the vehicle displaying an expired registration decal and a citation for the expired driver's license displayed by the driver. The complaint was unfounded. The second complaint alleged that a marked BPD vehicle was traveling 25 mph above the posted speed limit. During the inquiry, the officer involved advised that he perceived a threat due to the complaining driver's behavior and was trying to evade the driver. The reviewing supervisor closed the complaint with no action taken. The third complaint was a courtesy complaint. The complainant advised that he flagged down officers to report seeing an entering auto suspect in the area. He advised that the officers dismissed him without offering any assistance. The reviewing supervisor viewed the body camera footage and found that the complainant approached officers who were investigating an audible alarm at a business previously burglarized and advised the complainant to stand

by and they would return to assist him. When the officers returned after checking the perimeter of the building, he was not present. The officers were exonerated.

In November we received two (2) complaints. The first complaint alleged that officers extorted the complainant during a call for service. The complainant advised that officers mandated that a sum of money be paid for damage to a piece of construction equipment that she was alleged to have damaged with a water hose. The complainant was observed pouring water on electronic construction equipment belonging to a firm doing work in the right of way of her home. The incident was captured on video which was viewed by the officer. The complainant's husband arrived, offered to pay for the equipment and volunteered to use a check or credit card to cover the damage. He then apologized for the incident multiple times. The officer explained to the husband how criminal charges could possibly be brought for the criminal damage, and also explained how the construction company could choose to not press charges if a payment was settled on. The reviewing supervisor examined available citizen footage which showed she did intentionally damage the property. According to the reviewing supervisor, the body camera footage showed the officers mediating the dispute, in a professional and neutral manner. The officers were exonerated. The second complaint alleged that an officer was dismissive about a citizen's concerns during a police investigation of an aggravated assault. She reportedly asked officers to make sure customers were able to access the business, and to move the police cars and to turn the emergency lights off. She said she was epileptic and warned the lights could trigger a seizure. The supervisor reviewed body camera footage. In the video the officer advised that the store was open, and customers were free to access the store. The officer then made sure the emergency lights were cut off and the police vehicles were moved from the front of the store. The reviewing supervisor found that the officer was not dismissive and took actions to satisfy the concerns. The supervisor also noted that the complainant never mentioned seizures to the officer. The complaint was unfounded.

In December three (3) complaints were received. The first complaint alleged that while outside of the city a Brookhaven officer in a marked unit utilized the vehicle's emergency lights/siren to get the complainant to move from one lane to another. After identifying the officer in question, the supervisor spoke with him regarding the matter. The officer advised he was driving behind the complainant's vehicle and observed that the complainant was impeding traffic flow in the far-left lane, which is also the passing lane. When the complainant did not move from that lane and began to slow down, which further impeded traffic flow for that lane, the officer reportedly flashed his front take down lights to get the attention of that driver for him to move over. When the vehicle didn't move over, the officer activated his siren, at which time the vehicle moved over to the next lane. The complaint was sustained, and the officer received supervisory counseling. The second complaint was a courtesy complaint filed by a citizen who was criminally trespassed from a local motel. The citizen advised that the officer was dismissive and failed to take a report for his items that were stolen or discarded by the motel manager. The reviewing supervisor indicated that when he followed up with the complainant the complainant advised he really did not have a complaint against the officer and that everything was fine. The complaint was unfounded. The third complaint resulted from a traffic stop where an officer stopped a motorist for an inoperable headlight. The citizen received a written warning for the infraction but alleged that there was no equipment

violation to begin with and the officer stopped him because of his racial/ethnic group. The reviewing supervisor reviewed the body camera video and observed the area that would be illuminated by a headlight was dark and the headlight assembly was not illuminating any light and compared it to the opposite side. The officer was exonerated.

Subject: Time sensitive - Brookhaven Social Justice Race Equity Commission (SJREC) would like to hear from the Brookhaven community

Body:

Greetings!

Committed to social justice and racial equity, the City of Brookhaven along with the SJREC have selected you and your organization's constituents to participate in an important survey. We are interested in the lived experiences of the valued members of our community - the commission is charged with reviewing use of force policies and using the data to make recommendations that ensure racial equity and guide the Brookhaven Police Department (BPD) policies, actions, and accountability regarding police interactions with the community.

As a valued leader in the community, we kindly ask that you complete the survey and please forward it to at least 25 members of the Brookhaven community that your organization represents. The survey will be offered electronically through Survey Monkey and should only take about 10 minutes to complete. Alternatively, you may print the attached PDF version and return your response by sending a scan or photograph of your completed survey to marcela.cortes@brookhavenga.gov or dropping it off at Brookhaven City Hall (4362 Peachtree Rd NE, Brookhaven, GA 30319), ATTN: Marcela Cortes. **Deadline for survey completion is midnight, Monday, October 4th.** You can expect a follow-up call/email from a sub-committee member checking to see if you have any questions or would like additional information about our work.

The results of the survey will be forwarded to the SJREC's Policing and Continuum Use of Force Sub-committee for review and recommendations on best practices to guide the Brookhaven Police Department policies, actions and accountability regarding continuum use of force. As you can imagine, strong survey participation is important!

"All life is interrelated...Whatever affects one directly affects all indirectly."

-Dr. Martin Luther King, Jr.

Thank you in advance for your community support and participation and most importantly for being a liaison to ensure the survey is dispersed within the Brookhaven residential and working communities. Your participation is much appreciated and is vital to the success of our work.

Sincerely,

Brookhaven Social Justice Race Equity Commission (SJREC)

About the SJREC: In December of 2020, the City of Brookhaven established the Social Justice Race and Equity Commission (SJREC). Comprised of more than 35 diverse members of the Brookhaven community, the SJREC was tasked with developing policy and practice recommendations that advance racial equity in four key areas: 1) Vision and Mission; 2) Hiring & Retention; 3) Contracting & Procurement; and 4) Policing and Continuum Use of Force. For more information on the commission, please visit <https://www.brookhavenga.gov/sjrec/page/sjrec-meetings>.

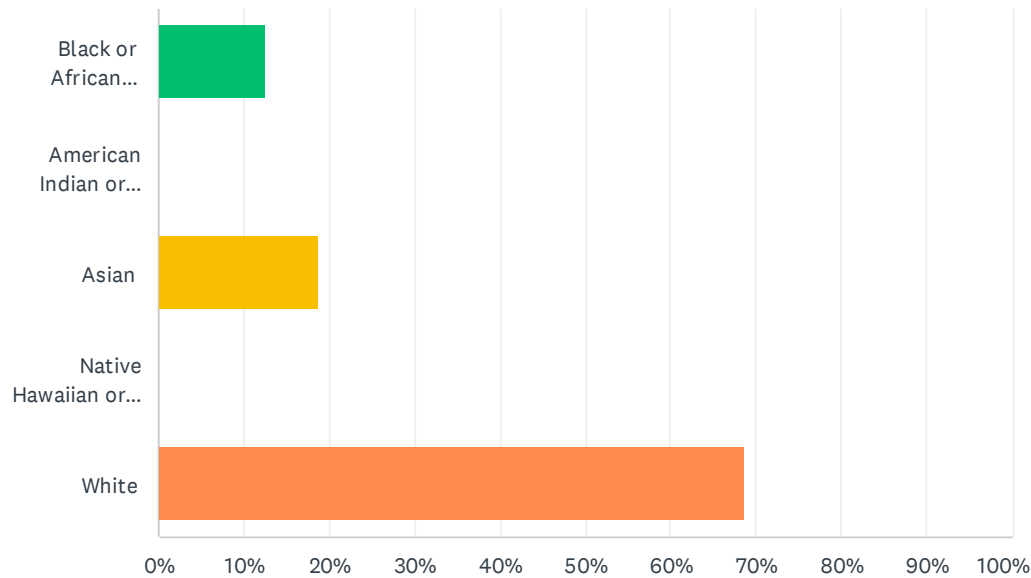
Please note that the terms “you” and “your” includes experiences and beliefs of the respondent’s constituency, community, community members, petitioners, etc. to the best of the respondent’s knowledge.

- 1) How do you identify your race?
 - a) White
 - b) Black or African American
 - c) American Indian or Alaska Native
 - d) Asian
 - e) Native Hawaiian or Other Pacific Islander
- 2) Are you Hispanic or Latino?
 - a) Yes
 - b) No
- 3) What organization do you represent? (free response)
- 4) To what extent does Brookhaven Police Dept. develop relationships with community members (e.g., residents, organizations, and groups)?
 - a) Not at all
 - b) A little
 - c) Somewhat
 - d) To a great extent
- 5) Do you believe that BPD has been respectful when they engage with you and your community?
 - a) YES
 - b) NO. If no, please explain: _____
- 6) In your opinion, does the Brookhaven Police Dept. make it easy for community members to provide input (e.g., comments, suggestions, and concerns)?
 - a) YES
 - b) NO. If no, please explain: _____
- 7) Are you aware of Brookhaven Police Dept. community involvement events (e.g., Coffee with A Cop, Hot Pursuit Glow Run, Shop with a Badge)
 - a) YES
 - b) NO
- 8) If YES, have you participated in the BPD community events? ____ YES ____ NO
- 9) How might BPD engage with your community to create a greater sense of belonging and cultural awareness? (free response)

- 10) On a scale of 1-5, what is your level of trust with BPD? 1=no trust and 5= fully trust
- 11) In an effort to build trust within your community, how might BPD engage with you? (free response)
- 12) In your contact with the Brookhaven police do you think they utilized the appropriate use of force, such as taser deployment or hand strikes?
- a) YES, the appropriate level of force was used
 - b) NO, the appropriate level was not used.
 - c) I am unsure if the appropriate level was used.
 - d) N/A, I have not had contact with BPD that resulted in the use of force.
- 13) Have you ever had or witnessed an incident with BPD that resulted in a physical altercation? If so, do you believe the appropriate use of force was used? (free response)
- 14) Do you believe BPD follows the same protocol with everyone in the community no matter their race and/or ethnicity?
- a) YES
 - b) NO. If no, please explain: _____
- 15) Are you aware that the BPD has four Mental Health Professionals working with the department?
- a) YES
 - b) NO

Q1 How do you identify your race/ethnicity?

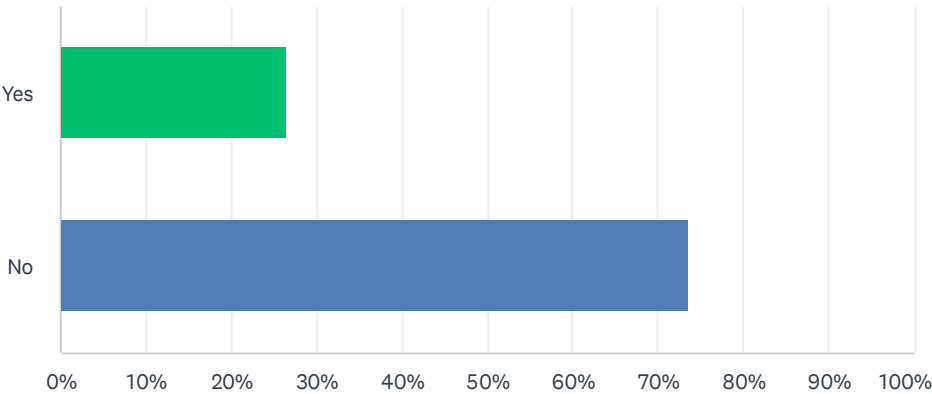
Answered: 32 Skipped: 2



ANSWER CHOICES	RESPONSES	
Black or African American	12.50%	4
American Indian or Alaska Native	0.00%	0
Asian	18.75%	6
Native Hawaiian or Other Pacific Islander	0.00%	0
White	68.75%	22
TOTAL		32

Q2 Are you Hispanic or Latino?

Answered: 34 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	26.47%	9
No	73.53%	25
TOTAL		34

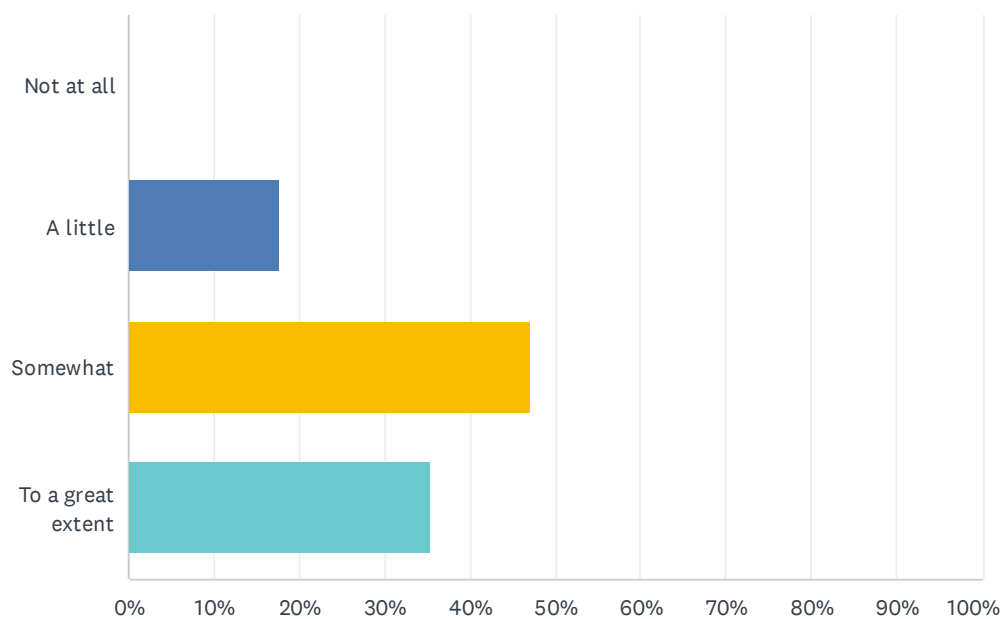
Q3 What organization do you represent?

Answered: 32 Skipped: 2

#	RESPONSES	DATE
1	OLA Catholic School	10/8/2021 8:10 AM
2	Indonesian community @ OLA	10/8/2021 8:05 AM
3	H3 Media	10/8/2021 8:01 AM
4	no	10/8/2021 7:57 AM
5	Women Refugee Network	10/8/2021 7:55 AM
6	No	10/8/2021 7:53 AM
7	Los Vecinos	10/8/2021 7:51 AM
8	None	10/6/2021 9:34 PM
9	Familias Azules PCG	10/6/2021 7:51 PM
10	LaVista Park	10/6/2021 7:21 PM
11	N/A	10/6/2021 6:04 PM
12	no	10/6/2021 4:06 PM
13	Our lady of the assumption Catholic Church	10/5/2021 9:56 PM
14	St. Martin in the Fields	10/5/2021 4:19 PM
15	OLA Catholic Church	10/5/2021 4:02 PM
16	Our Lady of The Assumption	10/5/2021 3:26 PM
17	OLA Justice and Peace Ministry	10/5/2021 1:03 PM
18	Brittany subdivision	10/5/2021 12:59 PM
19	Our Lady of Assumption Parishioner and Member of Justice & Peace Ministry	10/5/2021 11:36 AM
20	Our Lady of the Assumption Catholic Church	10/5/2021 11:00 AM
21	Brookhaven Islamic Center	10/4/2021 1:42 PM
22	NA	10/4/2021 11:57 AM
23	Masjid Abu bakr	10/4/2021 8:31 AM
24	Brookhaven Islamic Center	10/4/2021 7:53 AM
25	Brookhaven Islamic Center	10/4/2021 12:34 AM
26	Brookhaven Islamic Center	10/3/2021 11:19 PM
27	Brookhaven Islamic Center	10/3/2021 10:12 PM
28	Jackson Square condos	9/29/2021 5:04 PM
29	Our Lady of the Assumption Catholic Church	9/29/2021 12:27 PM
30	I'm on the Village at Lenox Park Homeowner's Association, but the views I write on here are solely my own.	9/28/2021 4:39 PM
31	Los Vecinos de Buford Hwy	9/28/2021 3:12 PM
32	Brookhaven resident	9/27/2021 3:57 PM

Q4 To what extent does Brookhaven Police Dept. develop relationships with community members (e.g., residents, organizations, and groups)?

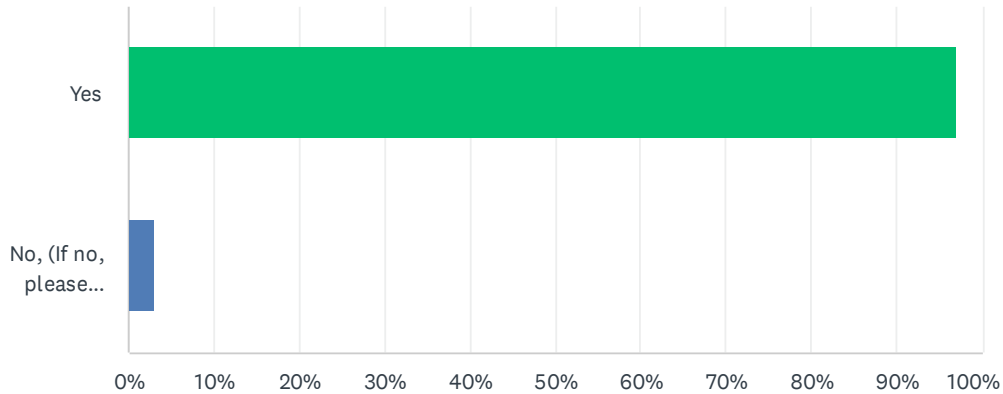
Answered: 34 Skipped: 0



ANSWER CHOICES	RESPONSES	
Not at all	0.00%	0
A little	17.65%	6
Somewhat	47.06%	16
To a great extent	35.29%	12
TOTAL		34

Q5 Do you believe that BPD has been respectful when they engage with you and your community?

Answered: 34 Skipped: 0

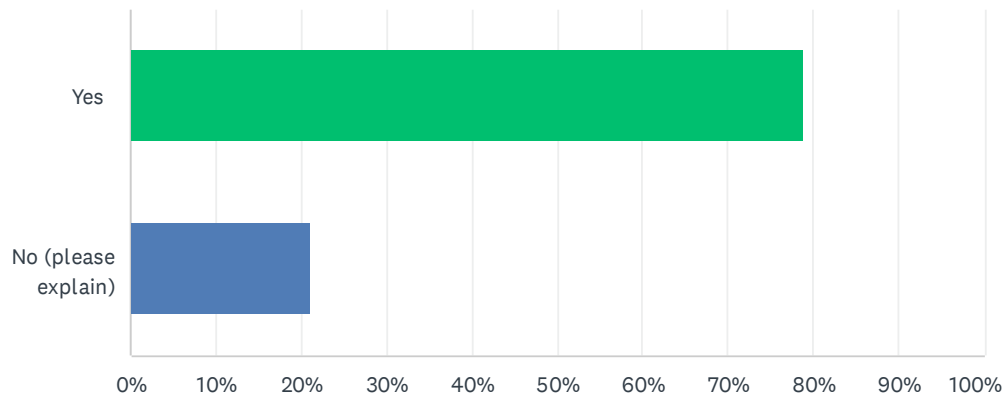


ANSWER CHOICES		RESPONSES
Yes		97.06% 33
No, (If no, please explain:)		2.94% 1
TOTAL		34

#	NO, (IF NO, PLEASE EXPLAIN:)	DATE
1	I only know of the Adopt A Cop Ministry at OLA	10/5/2021 3:26 PM

Q6 In your opinion, does the Brookhaven Police Dept. make it easy for community members to provide input (e.g., comments, suggestions, and concerns)?

Answered: 33 Skipped: 1

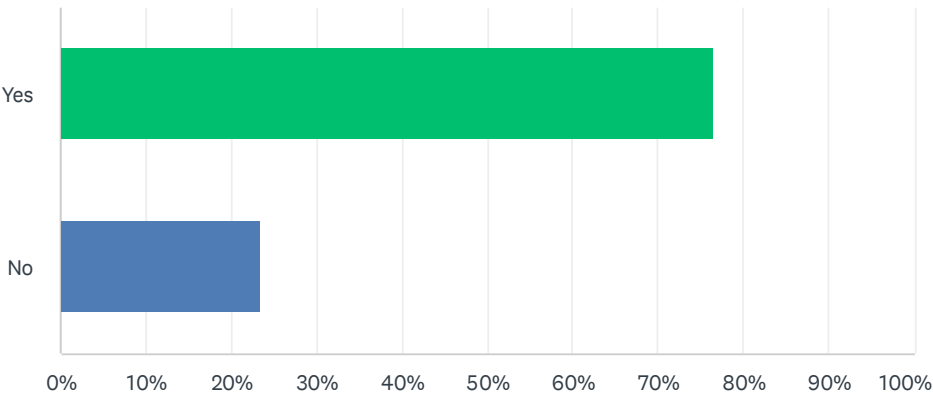


ANSWER CHOICES	RESPONSES	
Yes	78.79%	26
No (please explain)	21.21%	7
TOTAL		33

#	NO (PLEASE EXPLAIN)	DATE
1	Don't respond quickly	10/8/2021 7:51 AM
2	Yes thru me and they have come to meetings when I asked. But they usually have a story to tell versus asking open-ended questions to get feedback	10/6/2021 7:21 PM
3	Submitted anonymous tip line re: criminal activity and received call back to personal cell	10/5/2021 9:56 PM
4	I haven't really had a forum until this survey I feel	10/4/2021 8:31 AM
5	Not much interaction and communication	10/4/2021 12:34 AM
6	This is the first time I was asked to provide any input.	10/3/2021 11:19 PM
7	I am not sure how to go about leaving feedback	9/27/2021 3:57 PM

Q7 Are you aware of Brookhaven Police Dept. community involvement events (e.g., Coffee with A Cop, Hot Pursuit Glow Run, Shop with a Badge)?

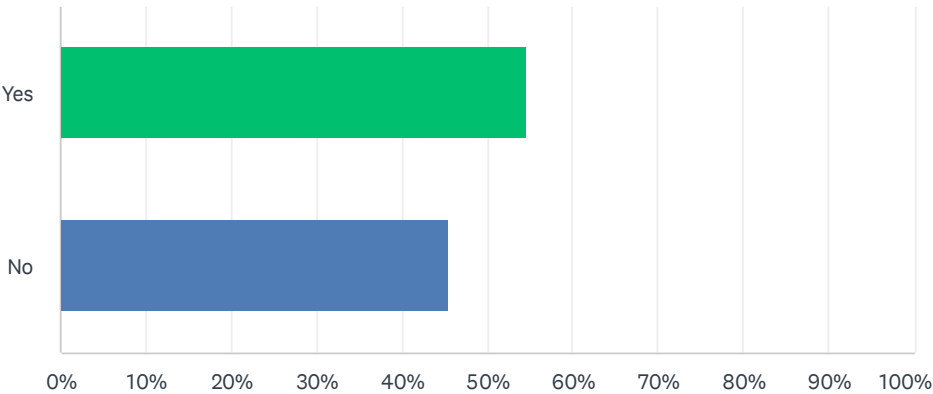
Answered: 34 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	76.47%	26
No	23.53%	8
TOTAL		34

Q8 If YES, have you participated in the BPD community events?

Answered: 33 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	54.55%	18
No	45.45%	15
TOTAL		33

Q9 How might BPD engage with your community to create a greater sense of belonging and cultural awareness?

Answered: 28 Skipped: 6

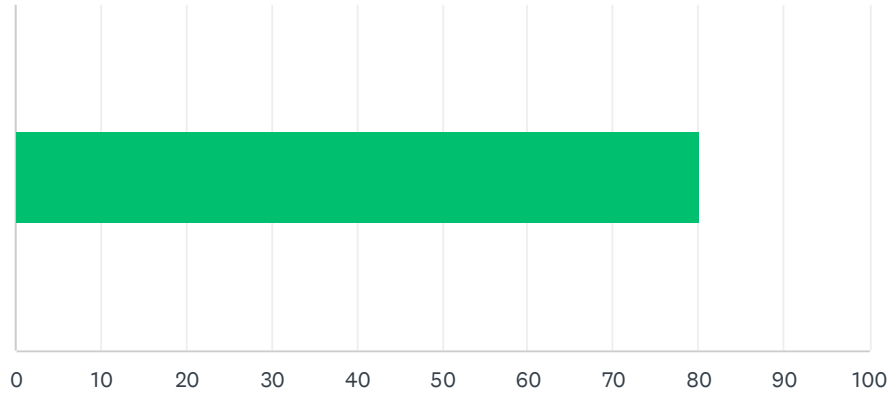
#	RESPONSES	DATE
1	With some on the COVID restrictions lessening, I hope the officers will be able to visit with our students this year.	10/8/2021 8:10 AM
2	Attend/participate/present @ cultural community events	10/8/2021 8:05 AM
3	CONTINUE REACHING OUT TO THE COMMUNITY, ACTIVATE YOUR LATINO LEADERSHIP IN HISPANIC ORGANIZATIONS AND EVENTS BEYOND THE BROOKHAVEN BORDERS, MORE TRAINING ON CULTURES REPRESENTED IN THE COMMUNITY	10/8/2021 8:01 AM
4	Come to more events	10/8/2021 7:57 AM
5	Meeting at apartment complexes	10/8/2021 7:55 AM
6	More information in Spanish	10/8/2021 7:53 AM
7	Involve with community events	10/8/2021 7:51 AM
8	We were planning to engage them for National Night Out and when we have neighborhood gatherings. We would like to see officers attend and engage with residents to hear what the residents think are issues or things they like	10/6/2021 7:21 PM
9	They do a great job already	10/6/2021 6:04 PM
10	Come to more events	10/6/2021 4:06 PM
11	I don't think the main issue is with my predominately white Catholic community at OLA but minority communities	10/5/2021 9:56 PM
12	I think they do a great job already, but I am a part of a community that is engaged with often and frequently.	10/5/2021 5:46 PM
13	Do annually in a formation offering.	10/5/2021 4:19 PM
14	Participate in neighborhood events when possible	10/5/2021 4:02 PM
15	Not sure.	10/5/2021 3:26 PM
16	go to the schools particularly the Middle/High Schools	10/5/2021 1:03 PM
17	They already have been very engaging	10/5/2021 12:59 PM
18	Engage in and sponsor events with the homeless community and the Hispanic community, in conjunction with Chamblee and Doraville (as when you show up to Plaza Fiesta for Mexican Independence Day).	10/5/2021 11:36 AM
19	I believe the BPD has done a great job interacting with our community. They have a physical presence and a social media presence and interact accordingly with the people.	10/5/2021 11:00 AM
20	I want to see BPD come to visit. Abunker Mosq Friday before congregation over	10/4/2021 11:57 AM
21	Spread the word on the events above, provide incentives for civilians to join those events	10/4/2021 8:31 AM
22	More communication and meetings	10/4/2021 12:34 AM
23	Come to events to introduce the programs?	10/3/2021 11:19 PM
24	Man the greenway! No Police presence at all.	9/29/2021 5:04 PM
25	By continuing and expanding their current efforts with an increased social media presence with regard to upcoming events.	9/29/2021 12:27 PM

SJREC Policing Sub-Committee community engagement questions

26	Unsure. But I do think the community events are a good idea and I would have gone had it not been rescheduled due to weather.	9/28/2021 4:39 PM
27	Conversation with the community.	9/28/2021 3:12 PM
28	Being present at diverse events and churches	9/27/2021 3:57 PM

Q10 On a scale of 1-5, what is your level of trust with BPD? 1=no trust and 5= fully trust

Answered: 34 Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	80	2,729	34
Total Respondents: 34			

#		DATE
1	100	10/8/2021 5:36 PM
2	100	10/8/2021 8:10 AM
3	100	10/8/2021 8:05 AM
4	100	10/8/2021 8:01 AM
5	80	10/8/2021 7:57 AM
6	100	10/8/2021 7:55 AM
7	80	10/8/2021 7:53 AM
8	50	10/8/2021 7:51 AM
9	49	10/6/2021 9:34 PM
10	100	10/6/2021 7:51 PM
11	100	10/6/2021 7:21 PM
12	90	10/6/2021 6:04 PM
13	4	10/6/2021 4:06 PM
14	20	10/5/2021 9:56 PM
15	100	10/5/2021 5:46 PM
16	79	10/5/2021 4:19 PM
17	100	10/5/2021 4:02 PM
18	90	10/5/2021 3:26 PM
19	95	10/5/2021 1:03 PM

SJREC Policing Sub-Committee community engagement questions

20	100	10/5/2021 12:59 PM
21	56	10/5/2021 11:36 AM
22	100	10/5/2021 11:00 AM
23	75	10/4/2021 1:42 PM
24	100	10/4/2021 11:57 AM
25	75	10/4/2021 8:31 AM
26	100	10/4/2021 7:53 AM
27	85	10/4/2021 12:34 AM
28	80	10/3/2021 11:19 PM
29	98	10/3/2021 10:12 PM
30	50	9/29/2021 5:04 PM
31	100	9/29/2021 12:27 PM
32	90	9/28/2021 4:39 PM
33	3	9/28/2021 3:12 PM
34	80	9/27/2021 3:57 PM

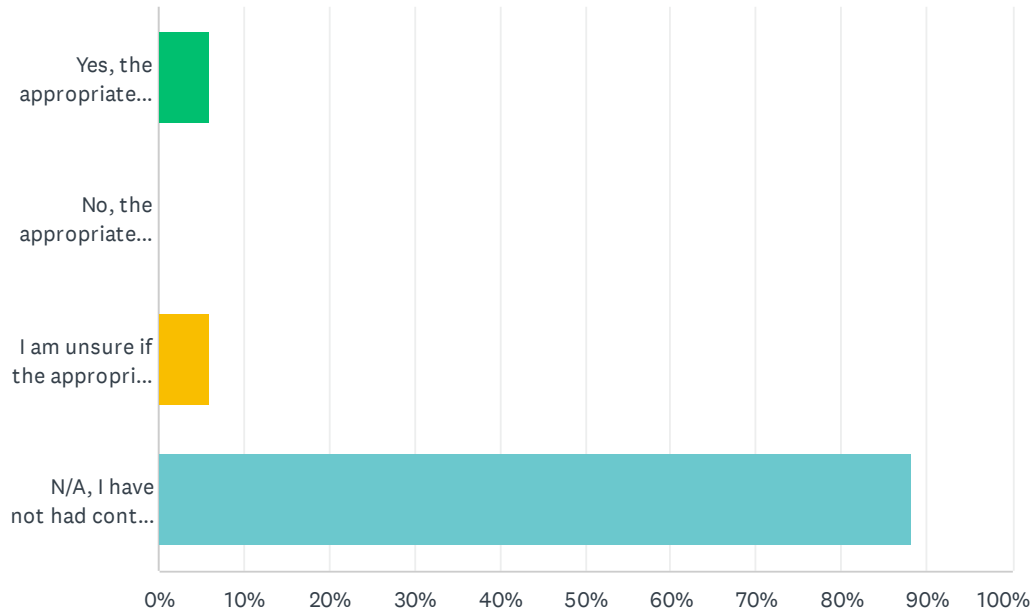
Q11 In an effort to build trust within your community, how might BPD engage with you?

Answered: 28 Skipped: 6

#	RESPONSES	DATE
1	They already do this to some extent.	10/8/2021 8:10 AM
2	Hold a specific community meeting	10/8/2021 8:05 AM
3	I HAVE A GREAT RELATIONSHIP WITH BPD ALREADY.	10/8/2021 8:01 AM
4	come to more events	10/8/2021 7:57 AM
5	Meetings at apartment complexes	10/8/2021 7:55 AM
6	Community outreach	10/8/2021 7:53 AM
7	Practice what they promise	10/8/2021 7:51 AM
8	Community events	10/6/2021 9:34 PM
9	See above	10/6/2021 7:21 PM
10	Continue to be a visible presence at community events and organized activities (large gathers).	10/6/2021 6:04 PM
11	Come to more events	10/6/2021 4:06 PM
12	Engage peacefully with minorities and disenfranchised	10/5/2021 9:56 PM
13	I already feel a lot of trust towards BPD.	10/5/2021 5:46 PM
14	More pop-in's just to say hey. More getting to know police (know Sgt. Martinez well).	10/5/2021 4:19 PM
15	I think they already do a phenomenal job. Better than the PD of any other place I've lived	10/5/2021 4:02 PM
16	Come to Church	10/5/2021 3:26 PM
17	I fully trust them already	10/5/2021 12:59 PM
18	Be nice to everybody.	10/5/2021 11:36 AM
19	Comnity get together	10/4/2021 11:57 AM
20	I will try to join one of those events, would also love to see statistics on how bdp has helped our residents. I've never heard really bad things about BDP but their reputation is unclear to me	10/4/2021 8:31 AM
21	True community Meeting	10/4/2021 7:53 AM
22	More meeting and communication	10/4/2021 12:34 AM
23	Come to community events?	10/3/2021 11:19 PM
24	Patrol complex and hreenway.	9/29/2021 5:04 PM
25	I am comfortable with the level of engagement.	9/29/2021 12:27 PM
26	Unsure	9/28/2021 4:39 PM
27	Communication	9/28/2021 3:12 PM
28	Being present at non BPD events for more than law enforcement	9/27/2021 3:57 PM

Q12 In your contact with the Brookhaven police do you think they utilized the appropriate use of force (such as taser deployment or hand strikes?)

Answered: 34 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes, the appropriate level of force was used.	5.88%	2
No, the appropriate level was not used.	0.00%	0
I am unsure if the appropriate level of force was used.	5.88%	2
N/A, I have not had contact with BPD that resulted in the use of force.	88.24%	30
TOTAL		34

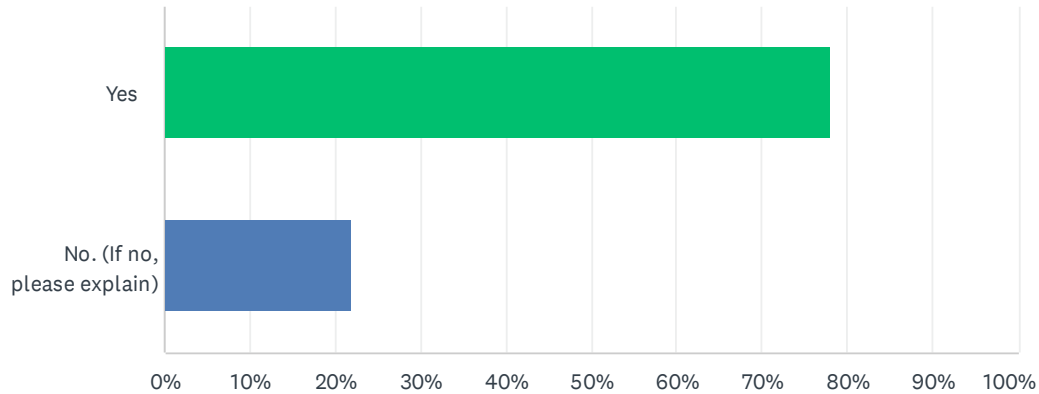
Q13 Have you ever had or witnessed an incident with BPD that resulted in a physical altercation? If so, do you believe the appropriate use of force was used?

Answered: 30 Skipped: 4

#	RESPONSES	DATE
1	I have never witness such an incident	10/8/2021 8:10 AM
2	no	10/8/2021 8:05 AM
3	no	10/8/2021 8:01 AM
4	no	10/8/2021 7:57 AM
5	no	10/8/2021 7:55 AM
6	N/A	10/8/2021 7:53 AM
7	No	10/8/2021 7:51 AM
8	No	10/6/2021 7:51 PM
9	No	10/6/2021 7:21 PM
10	No	10/6/2021 6:04 PM
11	No	10/6/2021 4:06 PM
12	I have not witnessed first hand	10/5/2021 9:56 PM
13	I have not.	10/5/2021 5:46 PM
14	no	10/5/2021 4:19 PM
15	No	10/5/2021 4:02 PM
16	No	10/5/2021 3:26 PM
17	No	10/5/2021 1:03 PM
18	No	10/5/2021 12:59 PM
19	No	10/5/2021 11:36 AM
20	n/a	10/5/2021 11:00 AM
21	N/A	10/4/2021 11:57 AM
22	I have not	10/4/2021 8:31 AM
23	No	10/4/2021 7:53 AM
24	Not applicable	10/4/2021 12:34 AM
25	N/a	10/3/2021 11:19 PM
26	No	10/3/2021 10:12 PM
27	N/A	9/29/2021 5:04 PM
28	N/A	9/29/2021 12:27 PM
29	N/A	9/28/2021 4:39 PM
30	no	9/27/2021 3:57 PM

Q14 Do you believe BPD follows the same protocol with everyone in the community no matter their race and/or ethnicity?

Answered: 32 Skipped: 2

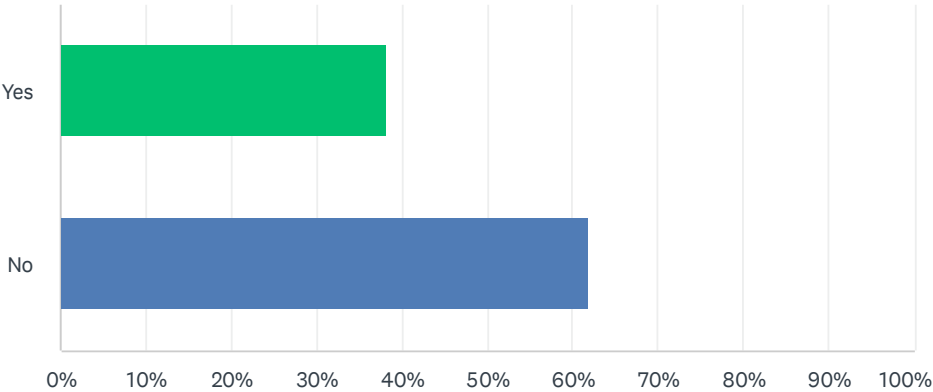


ANSWER CHOICES	RESPONSES	
Yes	78.13%	25
No. (If no, please explain)	21.88%	7
TOTAL		32

#	NO. (IF NO, PLEASE EXPLAIN)	DATE
1	They don't respond the same way	10/8/2021 7:51 AM
2	I think implicit bias and structural racism makes it impossible to ensure there is never a change in policy based on race/ethnicity	10/5/2021 9:56 PM
3	I don't know - I can't evaluate that.	10/5/2021 4:19 PM
4	N/A- I have no experience here.	10/5/2021 11:36 AM
5	I don't really know and often with most police departments this is not the case unfortunately. BDP might be an exception but I'd need more information to know for sure	10/4/2021 8:31 AM
6	Because the community feels alone	9/28/2021 3:12 PM
7	I have witnessed engagement with Hispanic community members where the officer did not extend the same amount of respect and patience they have with my white non-Hispanic presenting neighbors. However, I am not certain if this was against protocol.	9/27/2021 3:57 PM

Q15 Are you aware that the BPD has four Mental Health Professionals working with the department?

Answered: 34 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	38.24%	13
No	61.76%	21
TOTAL		34

RECOMMENDATION #1

<p>Subcommittee <i>Identify which subcommittee is developing this recommendation.</i></p>	<p>Police Accountability & Use of Force</p>
<p>Topic <i>In a few words, briefly identify the specific issue or topic this recommendation pertains to.</i></p>	<p>Black and Hispanic individuals are represented in the arrest and use of force data at a greater rate than white non-Hispanic individuals. This representation only appears similar when white Hispanics are included with other white individuals. Increased opportunities for self awareness and maximum intercultural competence of BPD officers, will lead to equitable policing, improve the quality of data collection/reporting, and promote positive community engagement.</p>
<p>Background <i>Provide details on why this topic is relevant to the City of Brookhaven. Be specific and include details, such as supporting data from the City and/or information about existing policies, practices, or procedures. (Suggested length: 4-5 sentences)</i></p>	<p>BPD officers affirmed their desire to be on the forefront of equitable policing. Per BPD's website:</p> <p><i>We believe that every member of the Brookhaven Police Department is responsible for building and maintaining trust and cooperation between the department and the community. BPD is committed to enforcing the law in a fair and impartial manner, recognizing both the statutory and judicial limitations of police authority and the constitutional rights of all persons.</i></p> <p>While data provided by BPD indicates that BPD meets or exceeds national and state requirements in many areas, there is always room for improvement.</p>
<p>Issue, Inequity, and/or Problem <i>Describe the issue, inequity, and/or problem that this recommendation seeks to address. Explain how it advances equity and social justice. (Suggested length: 4-5 sentences)</i></p>	<p>Per data provided by BPD, 42% of arrestees are Black, 37% Hispanic, 20% White Non-Hispanic, and 1% Asian. Blacks and Hispanics make up 79% of arrest. The data is similar for Use of Force data. Race, per BPD, is captured via self identification and/or officer observation.</p> <p>According to Pew Research Center, two-thirds of Hispanic people feel that their Hispanic background is part of their racial background. This suggests that those who identify as Hispanic or Latino have varying conceptualizations of race. Accordingly, it is highly likely that the racial categorization by BPD and the racial self-identification is inconsistent, resulting in unreliable data.</p> <p>The subcommittee did not obtain any data which directly provided insight into the high representation of Black and Hispanic people in the</p>

	<p>use of force and arrest data. The potential for unreliable racial data means there can be even larger disparities. The factors contributing to this over representation should be further studied by experts with the tools to decipher the data and systems at play.</p>
<p>Rationale <i>Describe the logical basis behind this recommendation. If you reference any best practices or research, be sure to include citations. Explain what you expect to change.</i> <i>(Suggested length: 2-3 sentences)</i></p>	<p>Social psychology's extensive findings on stereotyping, attitudes, and intergroup relations help clarify the role of officer racial bias... and unequitable police practices. Implicit and explicit bias, race-crime stereotypes, intragroup bias, ingroup favoritism, stereotype threat, and dehumanization in policing interactions, all can lead to racially disparate use of force. Add to that the potential inaccurate ethnicity labelling and we have ourselves a social justice issue. See Kahn KB, Martin KD. The Social Psychology of Racially Biased Policing: Evidence-Based Policy Responses. Policy Insights from the Behavioral and Brain Sciences. 2020;7(2):107-114. doi:10.1177/2372732220943639</p>
<p>Considerations (optional and to be used only if appropriate!) <i>Describe any additional context, ideas or factors that seem important to consider alongside the recommendation. For example, this could be costs, strategic opportunities, pitfalls to be wary of, specific actions that should be undertaken as a part of the recommendation, etc.</i></p>	<p>Lack of coordinated, national effort to collect data impartially makes it problematic to collect unbiased data.</p> <p>Within the Hispanic community there are also differences in how people self-identify. It may be difficult for BDP to identify on a methodology where there is no predominant school of thought or authority on this issue.</p>
<p>Recommendation <i>Describe the recommendation for consideration, using the language "The Commission recommends that..."</i> <i>(Suggested length: 1-2 sentences)</i></p>	<p>The Commission recommends that</p> <ol style="list-style-type: none"> 1. BPD will uniformly categorize Hispanics by race and ensure officers uniformly capture racial data. 2. BPD will separate Hispanic data in the yearly annual data summary to provide an accurate representation of the ethnic and race demographic. 3. The data summary will continue to be accessible to the public on the City of Brookhaven transparency page

RECOMMENDATION #2

Subcommittee <i>Identify which subcommittee is developing this recommendation.</i>	Police Accountability & Use of Force
Topic <i>In a few words, briefly identify the specific issue or topic this recommendation pertains to.</i>	Although BPD reports that its officers take cultural sensitivity training, the data obtained through community engagement suggests there is an opportunity for BPD to identify areas that can reduce trust gaps through training and consistent citizen engagement.
Background <i>Provide details on why this topic is relevant to the City of Brookhaven. Be specific and include details, such as supporting data from the City and/or information about existing policies, practices, or procedures. (Suggested length: 4-5 sentences)</i>	<p>The responses to the survey sent by the PACUF subcommittee indicated that residents seek authentic engagement with minority communities from BPD, especially Hispanic and AAPI communities. On the other hand, many White Non-Hispanic respondents felt they had sufficient engagement with BDP.</p> <p>40% respondents who identified as minority feel there is a trust and contact deficit between their communities and the police, according to the survey conducted by SJREC.</p> <p>The complaint data provided by BDP from 2016-2019 indicate that nearly 1/3 of complaints involved accusations of rude, inappropriate, and racist interactions with BDP officers. ALL racial allegations were determined to be either “unsustained” or “unfounded,” (i.e. resolved in favor of officers).</p> <p>During the pop-up community engagements some respondents offered up ideas around police relationships and connection with the community</p>
Issue, Inequity, and/or Problem <i>Describe the issue, inequity, and/or problem that this recommendation seeks to address. Explain how it advances equity and social justice. (Suggested length: 4-5 sentences)</i>	<p>At present there isn’t enough quantitative information about how an individual of BPD engages cultural differences in their day-to-day interactions with others. This information is imperative to promote equitable policing and better judgement on how to engage different races and ethnicities.</p> <p>The diversity index of Brookhaven is currently at 76.5% as per ESRI BAO 2021 study, and this upward trend is most likely to continue. Therefore, BPD needs training that includes a holistic approach to the cultural and racial sensitivities of demographic, cultural, religious, gender, age, and other minorities.</p>
Rationale	Bias and a lack of cultural competence undeniably negatively

<p><i>Describe the logical basis behind this recommendation. If you reference any best practices or research, be sure to include citations. Explain what you expect to change.</i> <i>(Suggested length: 2-3 sentences)</i></p>	<p>impacts equitable policing and social justice. Self-awareness, education, experience and empathy are all part of gaining cultural competence so the question is how do we ensure that everyone in the BPD has the opportunity to learn how to consciously engage the public through a social justice lens.</p> <p>The US Department of Justice, Office of Justice Programs released a paper in Nov 2001 titled "Cultural Awareness and Communication Training: What Works and What Doesn't."</p> <p>Though this topic has been in the training manuals for a long time, the high-profile incidents nationally involving police officers and racial tensions in recent times suggest an opportunity to do more.</p> <p>Please refer a 2020 "NYPD Study: Implicit Bias Training Changes Minds, Not Necessarily Behavior." This suggests that status quo training is not working nationally therefore BPD will need to think out of the box solutions that will work for the city by making citizens as stakeholders in this process.</p> <p>Assessing Brookhaven's current capacity for engaging the community is foundational for benchmarking growth opportunities for equitable policing. A growth mindset is the premise of this recommendation - to support BPD's ability to embrace and model equitable policing a benchmark will enable the department's capacity to identify a FROM-TO plan of action for greatest impact all the while creating greater self-awareness and self-management.</p> <p>Social psychology's extensive findings on stereotyping, attitudes, and intergroup relations help clarify the role of officer racial bias... and unequitable police practices. Implicit and explicit bias, race-crime stereotypes, intragroup bias, ingroup favoritism, stereotype threat, and dehumanization in policing interactions, all can lead to racially disparate use of force. Add to that the potential inaccurate ethnicity labelling and we have ourselves a social justice issue.</p> <p>1. Kahn KB, Martin KD. The Social Psychology of Racially Biased Policing: Evidence-Based Policy Responses. Policy Insights from the Behavioral and Brain Sciences. 2020;7(2):107-114. doi:10.1177/2372732220943639</p>
<p>Considerations (optional and to be used only if</p>	<p>Intercultural Development Inventory® (IDI) is relatively inexpensive to administer. Assessment costs \$18 - \$30 pp plus</p>

<p>appropriate!) <i>Describe any additional context, ideas or factors that seem important to consider alongside the recommendation. For example, this could be costs, strategic opportunities, pitfalls to be wary of, specific actions that should be undertaken as a part of the recommendation, etc.</i></p>	<p>budget for facilitated group debrief and 1:1 private debrief of individual assessments. The assessment results can be pulled as a collective as well as individual results affording opportunities for development and aspirational cultural competency goals.</p> <p>This assessment does not measure if one is a racist but rather one's capacity to understand their own culture while successfully engage with cultural backgrounds different than their own. The premise is that self-awareness informs self-management and behavior.</p> <p>The intercultural competency is administered only by certified Qualified Administrators and locating an IDI certified firm in Brookhaven can be done by going to www.idiinventory.com.</p>
<p>Recommendation <i>Describe the recommendation for consideration, using the language "The Commission recommends that..." (Suggested length: 1-2 sentences)</i></p>	<ol style="list-style-type: none"> 1. BPD uses the Intercultural Development Inventory® (IDI) which allows individuals and groups to focus on increasing their intercultural competence (from how they currently engage cultural differences to how they can more effectively engage diversity). The IDI assessment provides in-depth insights on how individuals and groups make sense of cultural differences and how they respond to cultural differences. The IDI measures both one's mindset and skill set and creates a path for better intercultural understanding and engagement. <i>Source: Intercultural Development Inventory®</i> 2. BPD performs an Equity Audit to determine blind spots and problem areas in policing that negatively impact race equity within the department and community. 3. Following the assessment and audit, BPD re-evaluate cultural and racial competence training, identify gaps, and update training material and methods and officer evaluation criteria. 4. Ensure cultural and racial competence training includes and addresses concerns of cultural, religious, gender, age, and other minorities represented in Brookhaven. 5. Create (a) an in-house "Cultural and Racial Competency" champion, (b) a council of all races, religious and cultural representation to consistently interact with BPD, and (c) an annual "Cultural and Racial Competency" certification program for all officers and support staff at BPD.

RECOMMENDATION #3

Subcommittee <i>Identify which subcommittee is developing this recommendation.</i>	Police Accountability & Use of Force
Topic <i>In a few words, briefly identify the specific issue or topic this recommendation pertains to.</i>	Expand the availability of in-person Mental Health Professionals to Brookhaven law enforcement.
Background <i>Provide details on why this topic is relevant to the City of Brookhaven. Be specific and include details, such as supporting data from the City and/or information about existing policies, practices, or procedures. (Suggested length: 4-5 sentences)</i>	<p>The Brookhaven Police Department implemented the use of Mental Health Professional on a regular work week in Oct. 2020. Their stated purpose is to decrease the use of force and to assist persons experiencing a behavior issue to access medical care rather than to enter the criminal system.</p> <p>Continuing to increase the availability of Mental Health professionals will help address crisis intervention capabilities during non-working hours and weekends where the frequency of crime is 40-50% higher according to the 2020 Community Crime Map for Brookhaven.</p>
Issue, Inequity, and/or Problem <i>Describe the issue, inequity, and/or problem that this recommendation seeks to address. Explain how it advances equity and social justice. (Suggested length: 4-5 sentences)</i>	<p>The Social Justice and Equity Commission wishes to insure that all residents of Brookhaven as well as those passing through, particularly minorities, are afforded the opportunity to receive any medical/mental assistance needed rather than enter the criminal system if it can be avoided. Mental health services should be provided without bias and equitably to all persons regardless of the time of day or night.</p> <p>According to NAMI, "People of Color are less likely to receive mental health services compared to those who are white. From 2008-2012, among adults with any mental illness, 46.3% of white adults received mental health services, compared with 41.6% of American Indian or Alaska Native (AIAN) adults, 30% of Black adults, 27% of Hispanic adults and 18.1% of Asian adults. The Surgeon General's landmark report on mental health concluded that when racial and ethnic minority individuals are able to receive mental health care, it is more likely to be poor in quality."</p>

<p>Rationale <i>Describe the logical basis behind this recommendation. If you reference any best practices or research, be sure to include citations. Explain what you expect to change.</i> <i>(Suggested length: 2-3 sentences)</i></p>	<p>Brookhaven Mental Health Professionals are now employed 40 hrs per week. This leaves a gap for nights and weekends. Although there are additional resources through the Georgia Crisis and Access Line (GCAL), we would like to see Mental Health Professionals who are dedicated to Brookhaven and who could thus respond quickly. There is a 40% increase in disturbances and crime on the weekends according to the 2020 Community Crime Map for Brookhaven. These situations could benefit from the presence of a Mental Health Professional.</p>
<p>Considerations (optional and to be used only if appropriate!) <i>Describe any additional context, ideas or factors that seem important to consider alongside the recommendation. For example, this could be costs, strategic opportunities, pitfalls to be wary of, specific actions that should be undertaken as a part of the recommendation, etc.</i></p>	<p>Families who cannot afford treatment, or do not historically seek out treatment, rely on police to get mental health services. However, under current law, law enforcement are unable to deliver individual to mental health treatment if they have not committed a crime or are not a danger.</p> <p>As stated by the National Alliance on Mental Illness (NAMI), we must “work to eliminate mental illness inequities perpetuated by racism and racial discrimination”</p> <p>Additional access to mental health providers would help BPD provide access to treatment rather than taking individuals into custody.</p> <p>Mental health resources are available to officers as well. This helps officers show up to the next call with a sound mental state. Additional availability would undoubtedly be helpful for officers.</p>
<p>Recommendation <i>Describe the recommendation for consideration, using the language “The Commission recommends that...”</i> <i>(Suggested length: 1-2 sentences)</i></p>	<p>Enhance mental health crisis intervention capabilities and have resources 24/7 to assist with mental health-related situation.</p> <p>In addition to the 40 hour work week now in place for Mental Health Professionals in Brookhaven, we propose that Mental Health Professionals dedicated to Brookhaven be on call at night and on weekends to be physically present to de-escalate a tense or troubling situation, and assist in determining the medical and mental health needs of those involved in the traumatic event, including the responding police officers.</p>

RECOMMENDATION #4

Subcommittee <i>Identify which subcommittee is developing this recommendation.</i>	Police Accountability & Use of Force
Topic <i>In a few words, briefly identify the specific issue or topic this recommendation pertains to.</i>	BPD can spend additional time building trust within marginalized communities with the goal of establishing a sense of trust, collaborative problem solving, crime prevention, and building meaningful partnerships.
Background <i>Provide details on why this topic is relevant to the City of Brookhaven. Be specific and include details, such as supporting data from the City and/or information about existing policies, practices, or procedures. (Suggested length: 4-5 sentences)</i>	<p>Brookhaven is a relatively new city in Georgia. BPD has worked hard through this time to be a community facing organization holding various events and maintaining partnerships within differing communities.</p> <p>BPD maintains an internal process of reviewing all complaints that are filed with the department and uses this data to inform training practices as well as ensure department policies are followed. BPD's complaint data is also reviewed in the state certification process every 3 years. As the city and BPD continue to grow, the committee believes that there are opportunities for BPD to build on their current practices and become a national leader on how they handle community issues.</p>
Issue, Inequity, and/or Problem <i>Describe the issue, inequity, and/or problem that this recommendation seeks to address. Explain how it advances equity and social justice. (Suggested length: 4-5 sentences)</i>	<p>There were a few key findings from the survey sent to BPD partners and other organizations:</p> <ol style="list-style-type: none">1) Not all minority religious or social organizations in Brookhaven were included in the partners list maintained by BPD.2) Many respondents said they had not witnessed any issues with force or practices but still did not have high trust because they did not feel like BPD was engaging within their community. Many of these respondents were aware of current activities and yet still felt like engagement was lacking3) Many of the partnerships were with HOAs and apartment complexes. While this is good, groups like apartment management organizations may not necessarily prioritize its residents' trust with BPD and may not engage with BPD in a meaningful way. Especially compared to a religious or community group.

	<p>Many of the minority communities in Brookhaven do not believe there is a tight partnership between their community and BPD, which highlights an opportunity for improvement.</p>
<p>Rationale <i>Describe the logical basis behind this recommendation. If you reference any best practices or research, be sure to include citations. Explain what you expect to change.</i> <i>(Suggested length: 2-3 sentences)</i></p>	<p>True community trust and partnership between BPD and marginalized communities benefits everyone. The committee recognizes that BPD is already investing in this area. These recommendations seek to further this investment in a meaningful way.</p>
<p>Considerations (optional and to be used only if appropriate!) <i>Describe any additional context, ideas or factors that seem important to consider alongside the recommendation. For example, this could be costs, strategic opportunities, pitfalls to be wary of, specific actions that should be undertaken as a part of the recommendation, etc.</i></p>	<p>One consideration for this recommendation is the difference between a “program” and “activity” as the terms are used in this recommendation. Part of the recommendation will focus on creating programs which, from the committee’s perspective, are a series of targeted activities and events put together to meet the specific goal of building community relationships and trust.</p> <p>Community building is a difficult endeavor for any group or person. Consider that people tend to want to be met where they are rather than asking them to come to you. This tends to build trust and signals an openness for working together.</p> <p>Investment in resources is necessary to achieve these goals. The committee encourages the Council to work with BPD to make sure they are equipped to execute on the recommendations.</p>
<p>Recommendation <i>Describe the recommendation for consideration, using the language “The Commission recommends that...”</i> <i>(Suggested length: 1-2 sentences)</i></p>	<p>The commission recommends the following:</p> <ol style="list-style-type: none"> 1) Run surveys annually that focus and track community trust. These surveys should be targeted and be inclusive of all religious and social organizations that are working with minority groups in Brookhaven. The questions on these surveys should be intentional and be used as metrics to determine if the programming is working within marginalized communities 2) Rethink some of the community engagement activities to make them program based with specific goals associated with the programs. Focus these programs on marginalized communities where trust is typically

	<p>lacking. There are many resources available and the committee suggests starting with using the materials provided by The Office of Community Oriented Policing Services (COPS) - US Dept. of Justice.</p> <p>3) Regular training on community policing and best practices in community policing. The COPS program also provides police departments with grants for training and for community initiatives which provide the necessary guidelines to ensure expected outcomes which are equitable and tested for biases</p> <p>4) Contract an external auditor to review complaint data, as well as the complaint process and procedures bi-annually. Twenty five percent of BPD complaints, including both Internal and External complaints, will be reviewed at random to reassure the officers' actions reflect the high ethics and integrity required by BPD and that those actions are consistent with BPD's standards. External reviews will ensure that the officers' citizen encounters are fair and impartial among all demographics in the Brookhaven community, and ensure consistent application of complaint review policies</p>
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